

2000 MS II Cadet Survey Findings

Data Collected in Spring of SY99-00

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Executive Summary

✓Demographics:

- Percent of cadets with military family background continues to grow (82%).
- Most fathers were enlisted (60%).

✓Scholarships and Cadet Finances:

- Whites were slightly more likely to get a scholarship.
- Cadets with scholarships indicate that scholarship is important to staying in school.
- About 71% of school/tuition costs are paid by scholarship for scholarship cadets.
- Non-Scholarship cadets rely on loans to pay for school.
- The more a cadet relies on other funding sources, the less likely he will be to contract to commission.

✓Who influences the contracting decision:

- Cadets say that friends influence the decision to contract.
- However, the reality is that those cadets who indicate that family influence are more likely to contract, therefore, friends do not necessarily influence positively to contract.
- The environment (fellow students, faculty, etc.) of cadets negatively impacts on contracting and commissioning.

Executive Summary Continued

✓Marketing and Recruitment:

- **Cadets contract when they believe the Army is a stepping stone to a civilian career.**
- **Cadets like those activities that are unlike those of the general educational experience, e.g., FTXs, hands on training, etc.**
- **Cadets convinced that being an Army officer does not translate well to a future career will not contract.**
- **Work is a strong distracter to contracting.**
- **Cadre influence to commission is growing.**
- **Message that ROTC will help in a future career is still biggest sales point.**

✓Cadet Attitudes About ROTC:

- **Cadets learned the most through FTXs, leadership instruction and hands-on training.**
- **Classroom instruction did not fare well in cadet opinion.**

✓Cadet Attitudes About ROTC continued:

- **Classroom space is mostly adequate.**
- **Cadets said that cadre are fine, but some cadets did point out the need for better quality and more quantity.**
- **Cadets were strongly in favor of more and better training equipment.**

How the survey was conducted:

- ✓ The purpose of the MS2 survey was to determine what program elements and outside influences impacted on the MS2 decision to contract to commission.
- ✓ The survey included several questions designed to determine actual effects, and did not rely solely on cadets' reported level of influence.
- ✓ All schools were notified of the survey dates, and cadets completed the survey on the Internet.
- ✓ 1325 valid surveys were completed in April and May 2000.

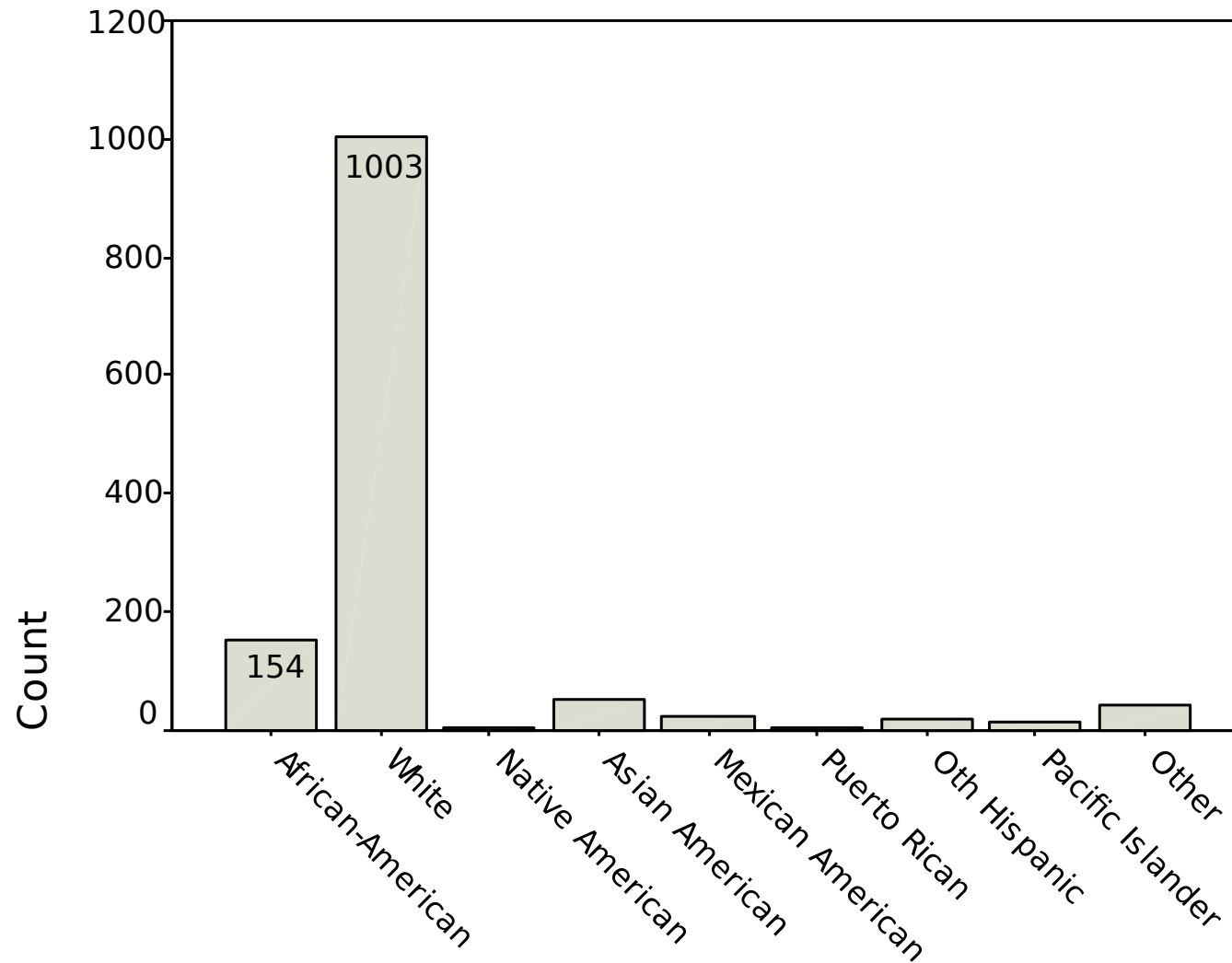
Differences between sample and all MS2s:

- ✓ No statistically significant differences existed between the sample and all MS2s; however, mild differences existed in the following areas:
 - Sample had more scholarship and contracted cadets than the general population.
 - Sample was slightly underrepresented in African-Americans and Hispanics.

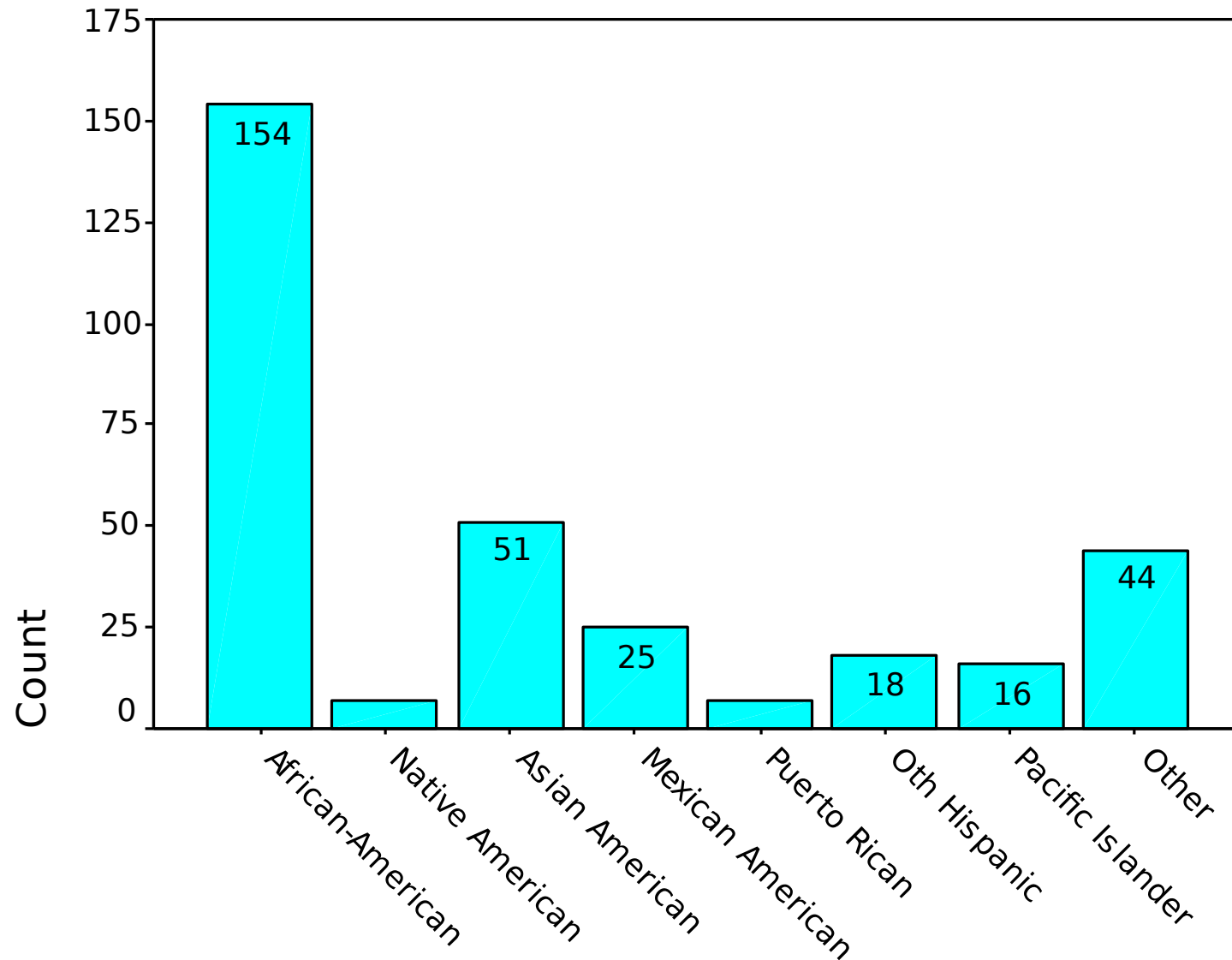
Demographics:

- **Ethnicity**
- **Majors**
- **Relatives Served in Military**
- **When Started ROTC**
- **Projected Completion of Bachelor's Degree**

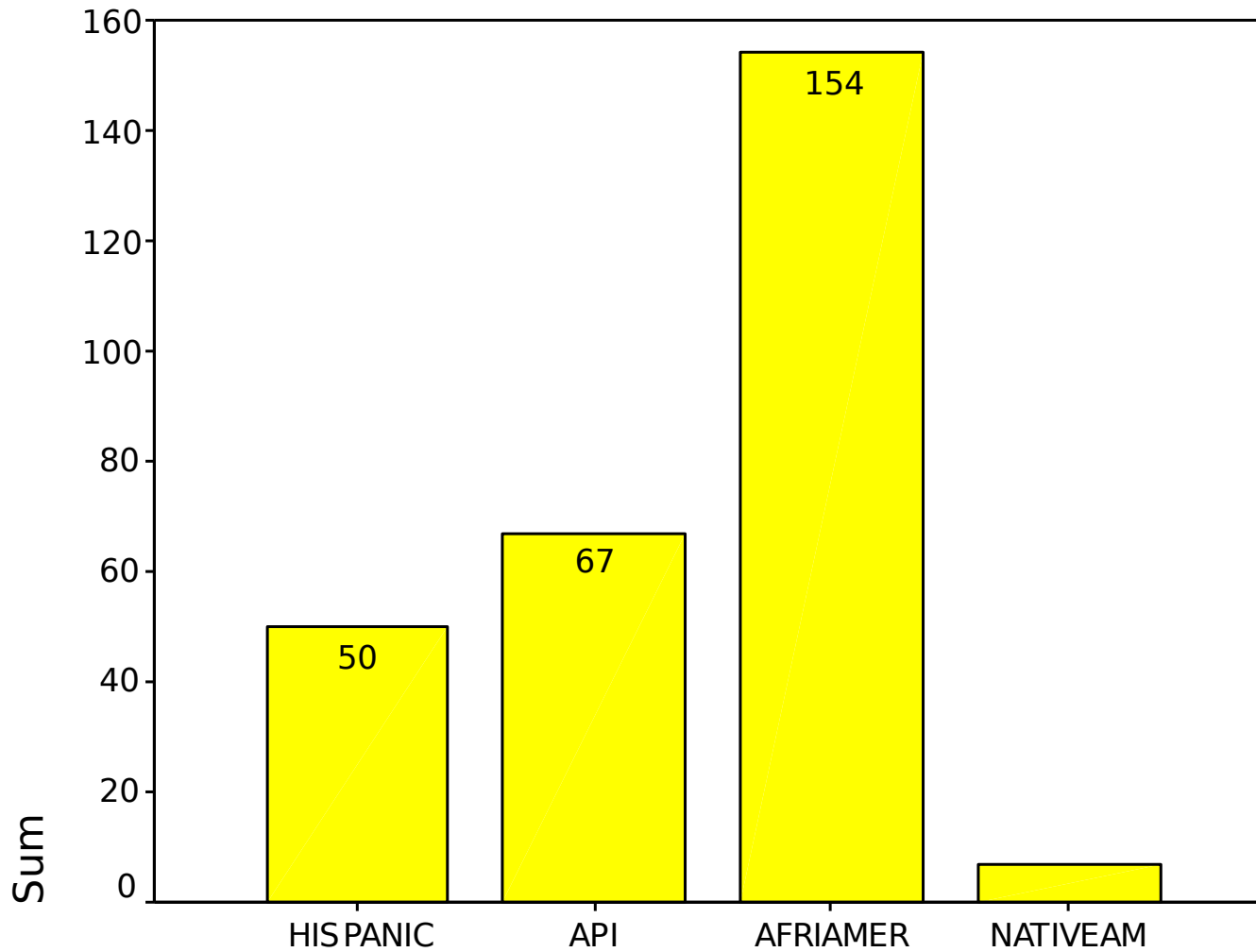
Ethnicity Breakout MS2s



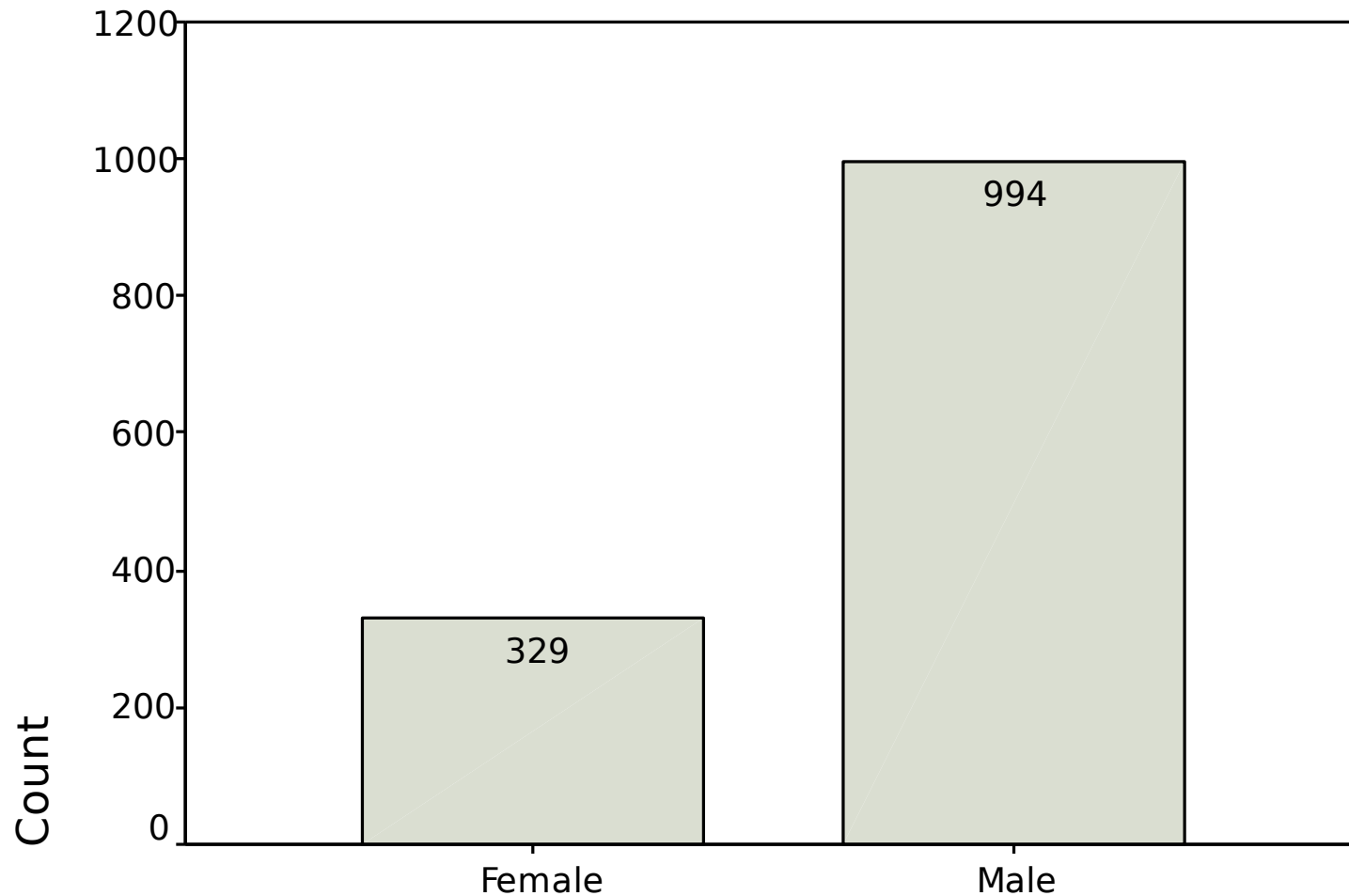
Breakout of Minority MS2s



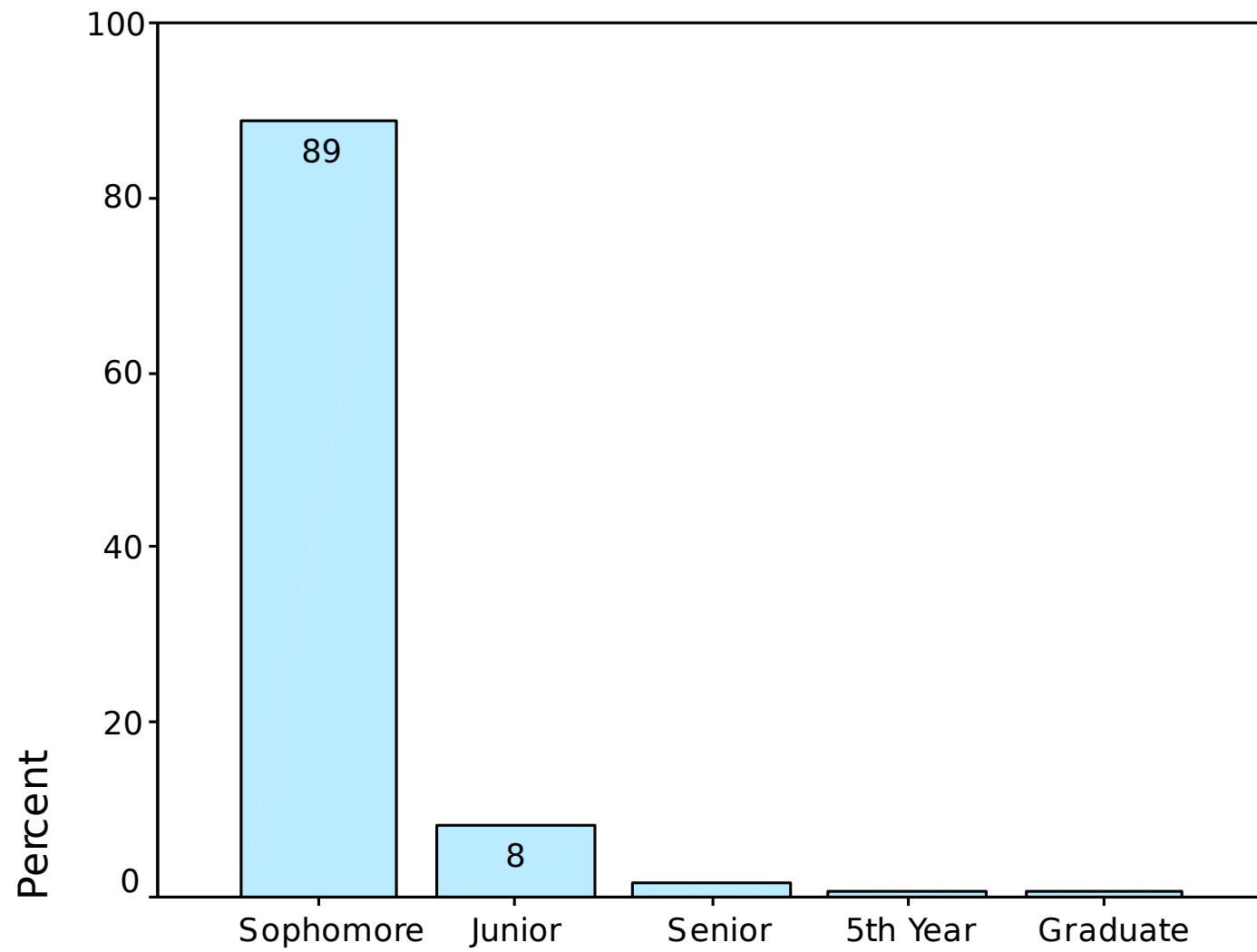
Minority Group Representation MS2



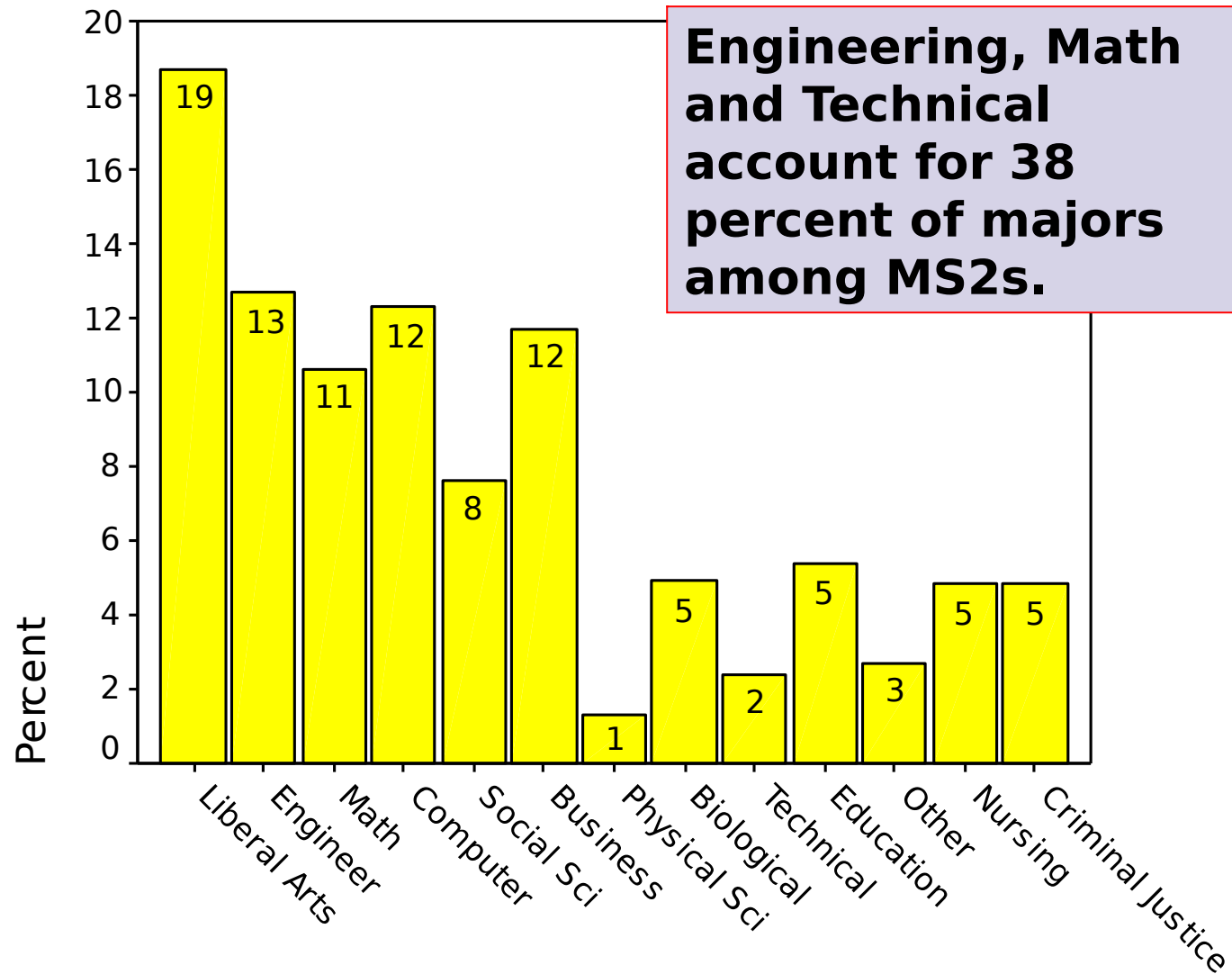
Roughly One-Quarter of Respondents Were Female



Year in School

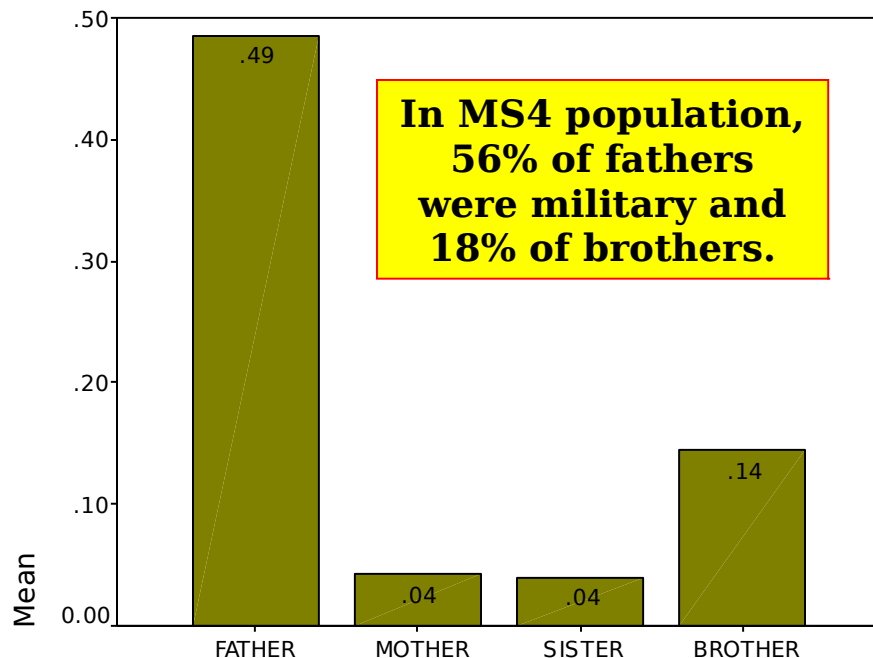


MS2 Majors

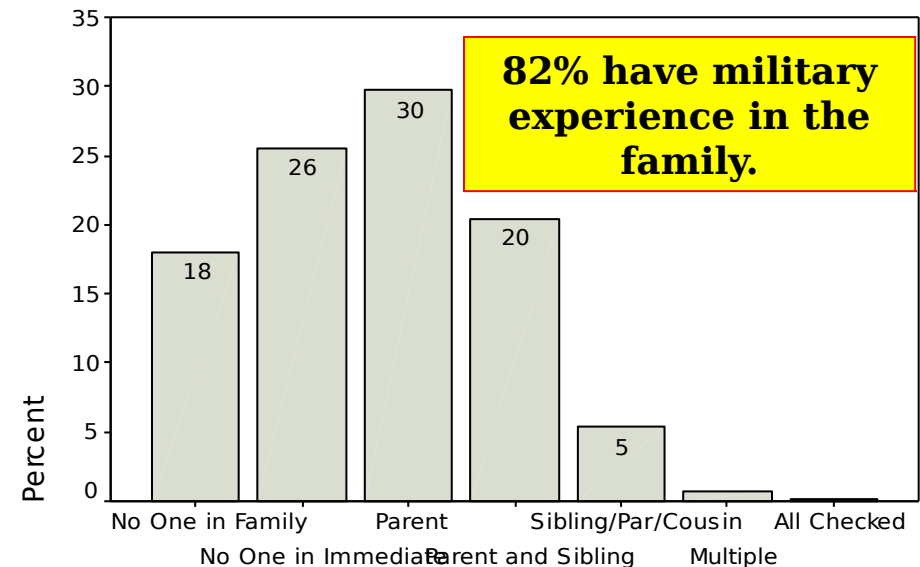


MS2 Cadets Tend to Come from Military Families

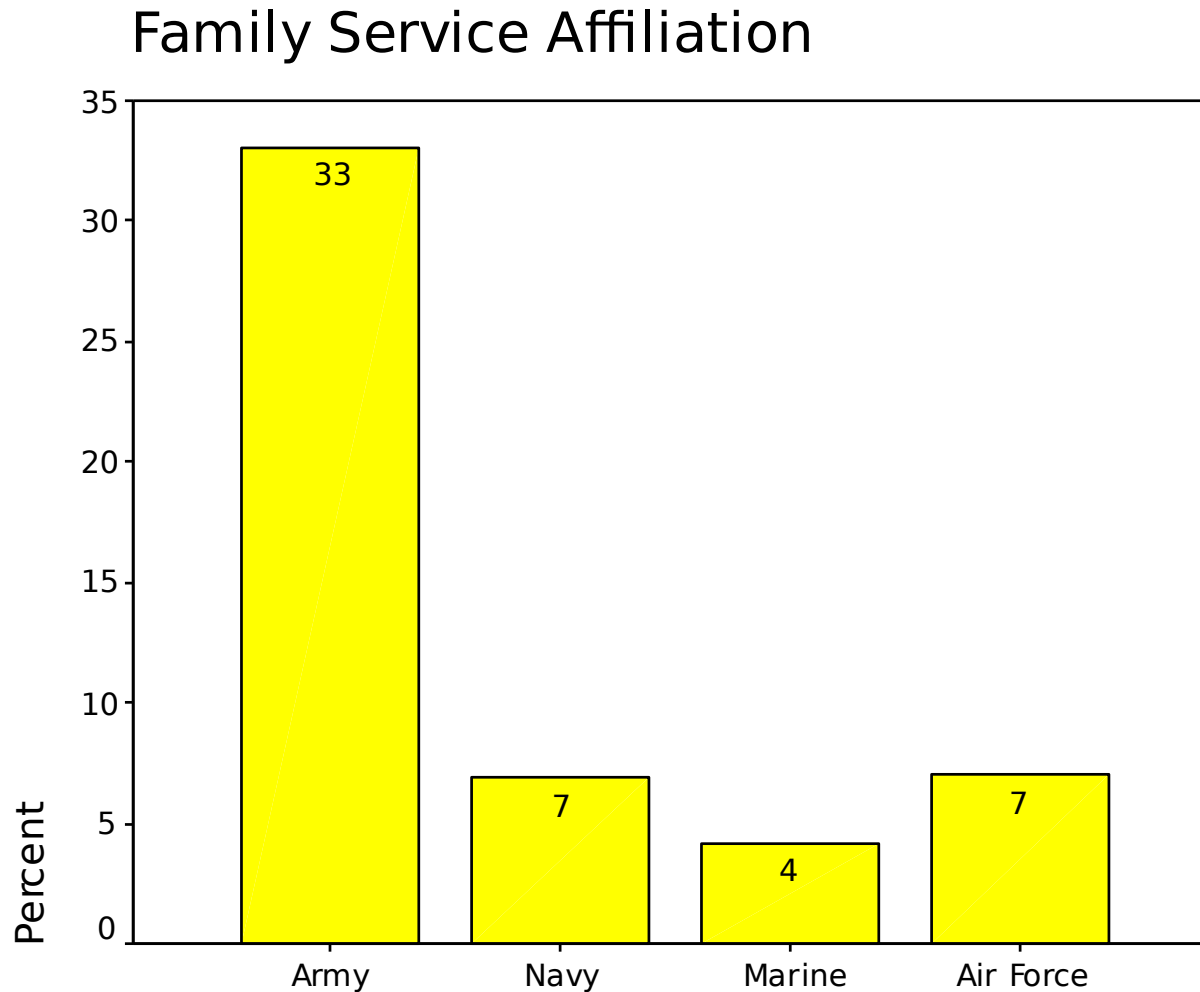
Nearly half of all MS2 fathers were military



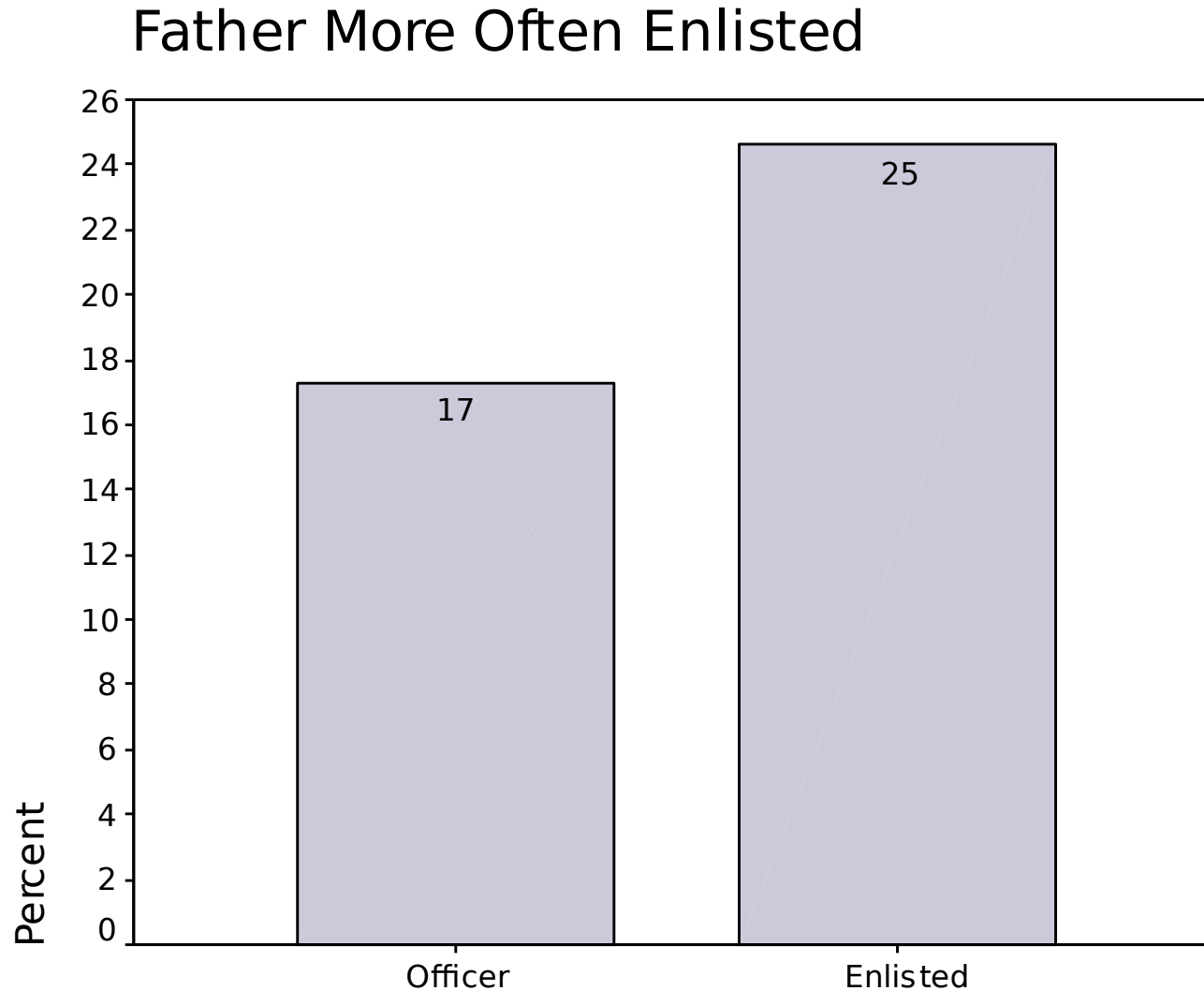
More Than Half MS2s Have Military Experience in Immediate Family



MS2 Cadet Families Most Often Army

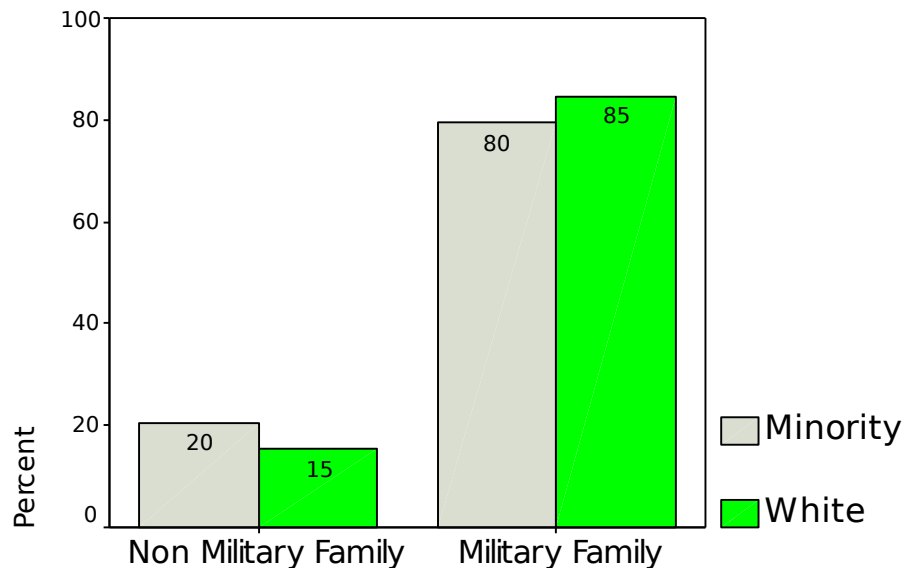


MS2 Cadet Fathers Most Often Enlisted

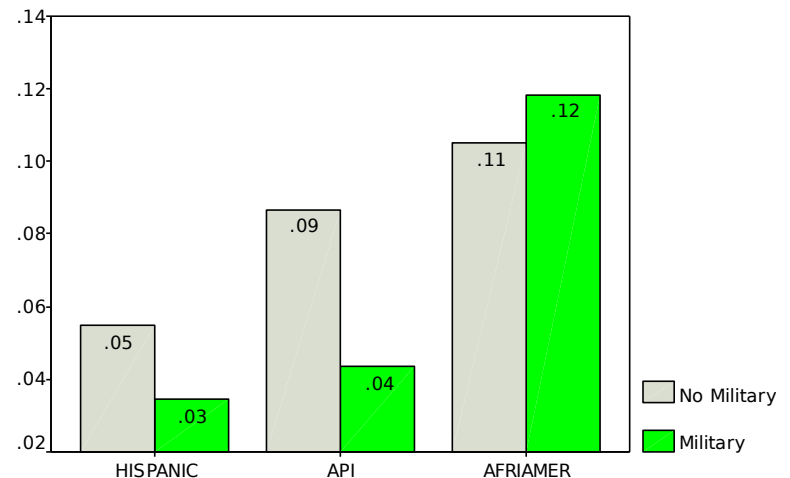


Family Military Background Differs by Ethnicity

White Cadets Are More Likely to
Come from Families with Military Tradition

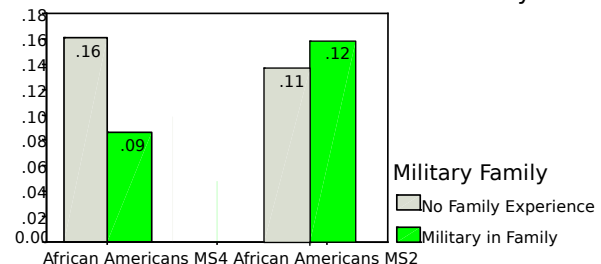


Hispanic and Asian/Pacific Islanders
Less Likely to Come from Military Families



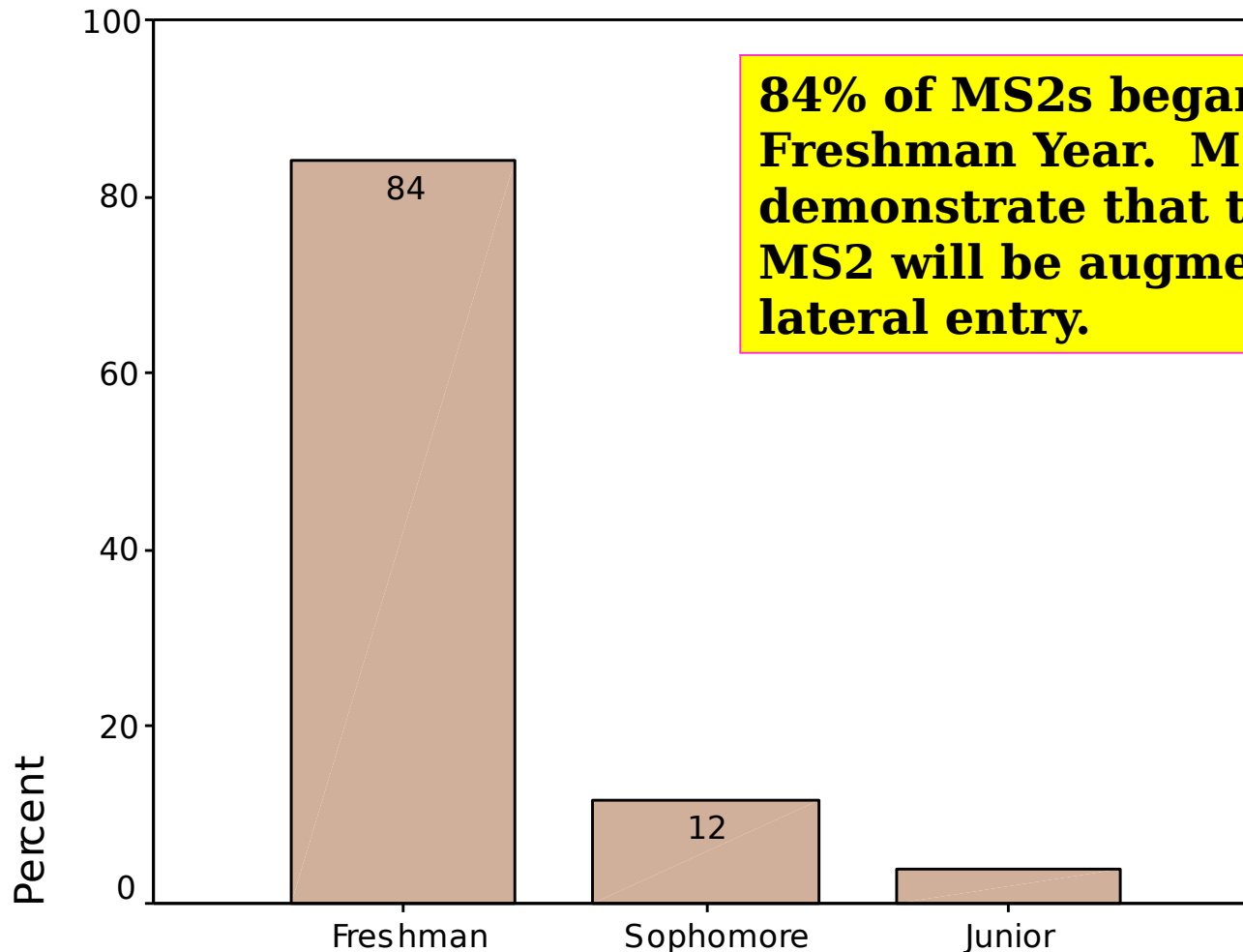
The percentage of families with military background is in decline. This, coupled with higher percentages of cadets with military backgrounds suggests a shrinking market. African-Americans are more likely to make it to MS4 despite coming from a non-military family.

MS2 African-Americans were More Likely Military



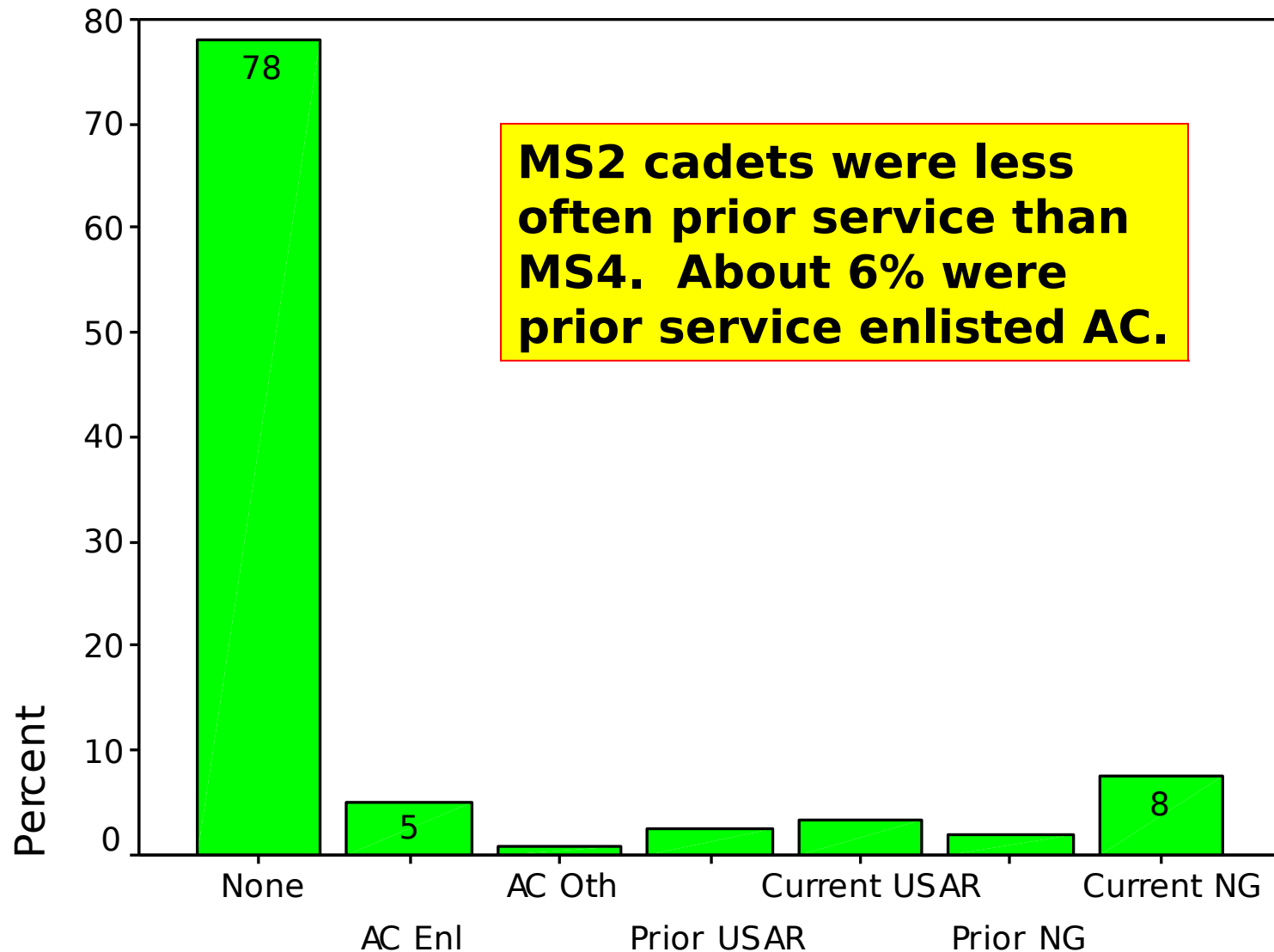
Most Started ROTC as Freshmen

84% of MS2s Started Their Freshman Year



84% of MS2s began in Freshman Year. MS4 surveys demonstrate that those in MS2 will be augmented by lateral entry.

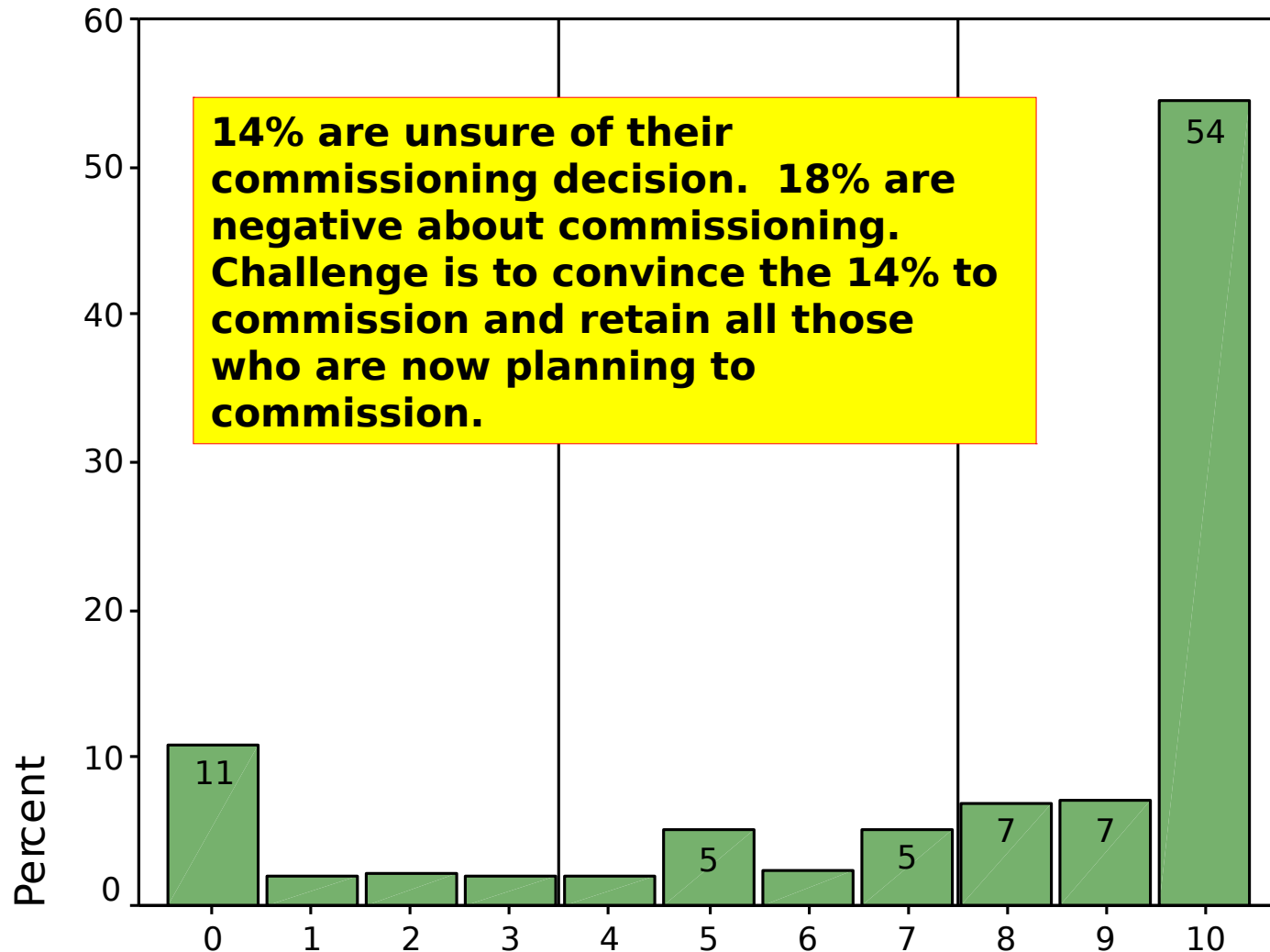
Service Status MS2s



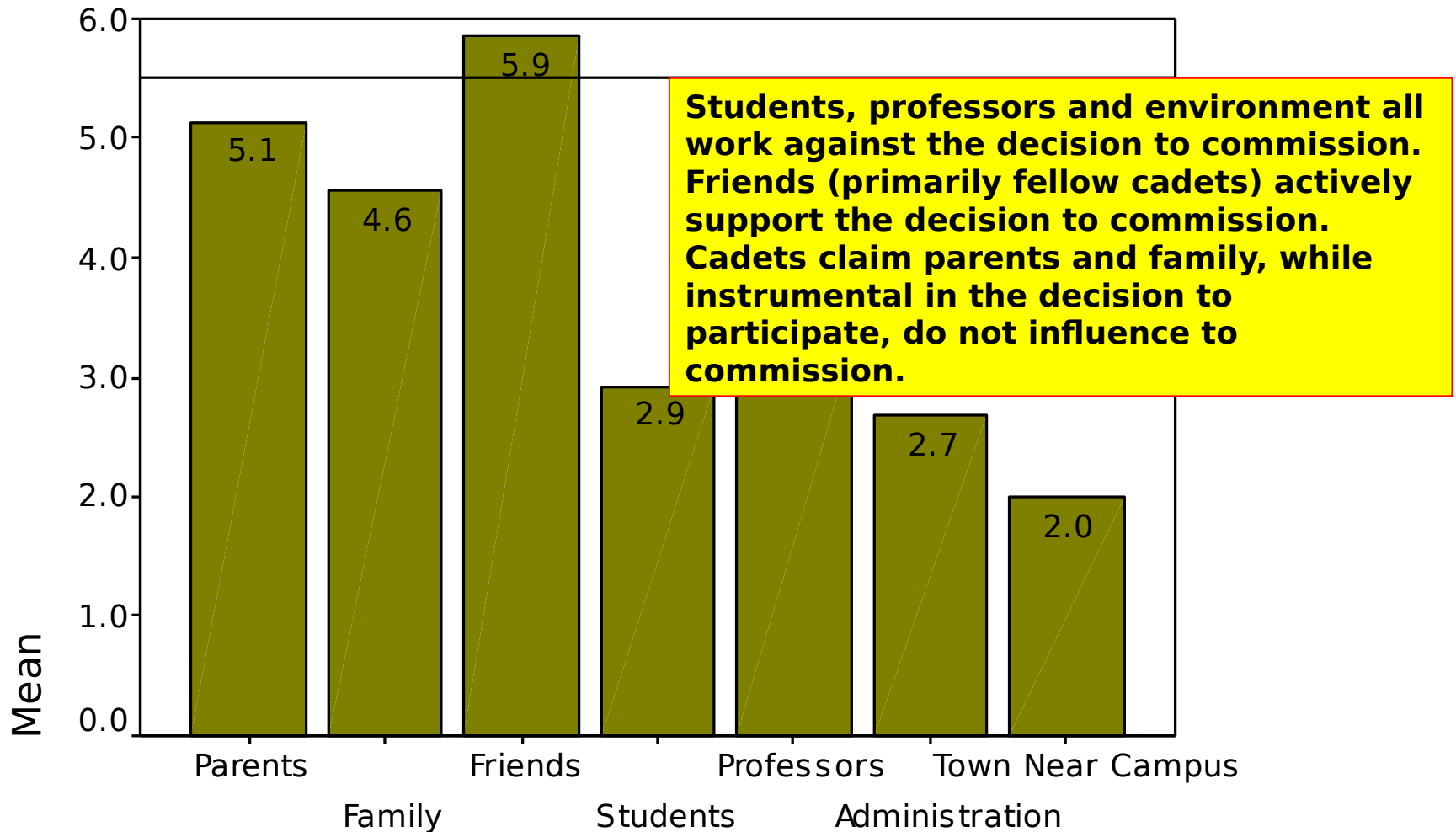
Plans for Commissioning (Retention):

- **People Influencing the Decision to Commission**
- **Reasons for Commissioning**

Will Commission - 68% Say Yes



Cadets Say Family and Friends Neutrally Influence to Commission - Environment is Negative



However, Parents and Family Actually Are Positive Influences, While Fellow Students Work

Against Commission

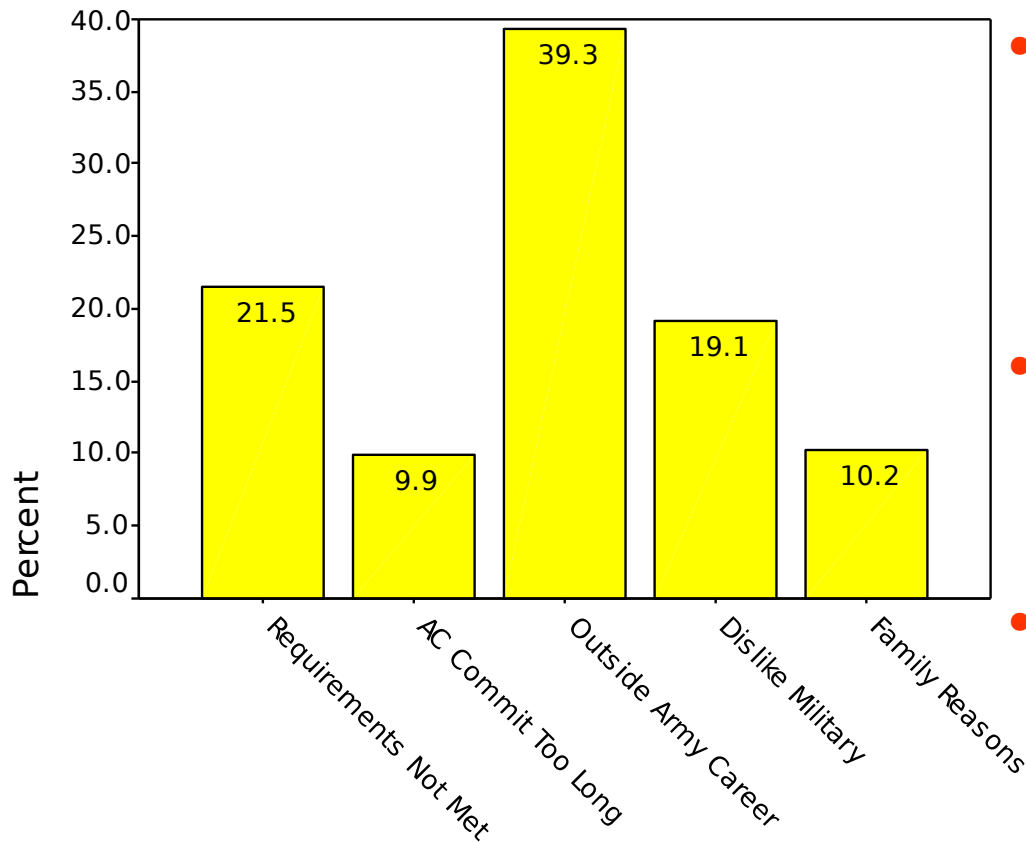
Friends and Family Positively Influence Contracting to Commission. Fellow Students Negatively Impact the Decision.

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	4.429	.172		25.744	.000
	Parents	.202	.035	.213	5.777	.000
	Family	.175	.037	.179	4.754	.000
	Friends*	.291	.028	.291	10.219	.000
	Fellow Students	9.912E-02	.036	-.086	-2.717	.007
	Professors	8.634E-02	.035	.034	1.047	.295
	Administration	5.424E-02	.039	-.049	-1.379	.168
	City/Town	2.595E-02	.042	-.020	-.622	.534

a. Dependent Variable: CON_COMM

* Although cadets identify friends as influential, analysis demonstrates that friends negatively influence.

Why Cadets Are Not Contracting

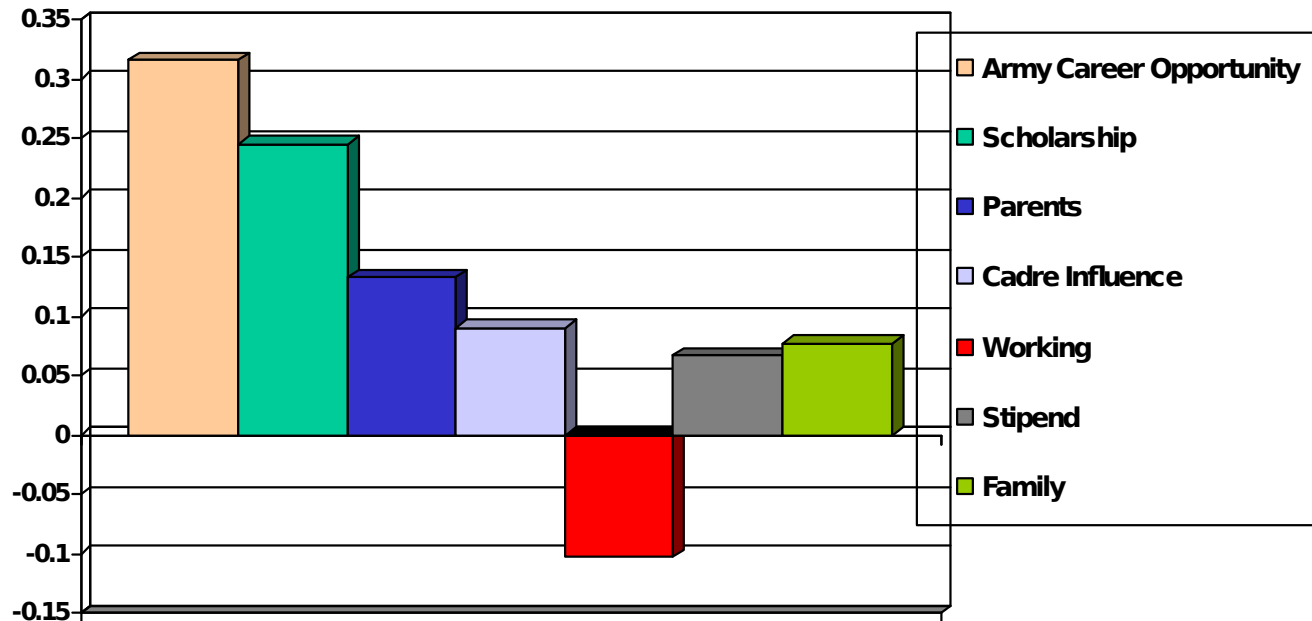


- **Biggest reason for not contracting is the belief that there is more opportunity outside the Army.**
- **Did not meet requirements and “don’t like the military” were secondary.**
- **Service Commitment is relatively weak in dissuading cadets from contracting.**

Reasons For Those Who Will Not Contract

	Frequency	Percent	Valid Percent
<i>Do Not Meet the Requirements</i>	65	21.5	21.5
<i>Active Service Commitment Length</i>	30	9.9	9.9
<i>More Career Opportunity Outside Army</i>	119	39.3	39.3
<i>Don't Like the Military</i>	58	19.1	19.1
<i>Family Reasons</i>	31	10.2	10.2
<i>Total</i>	303	100.0	100.0

Contracting is most influenced by cadet perceptions of opport

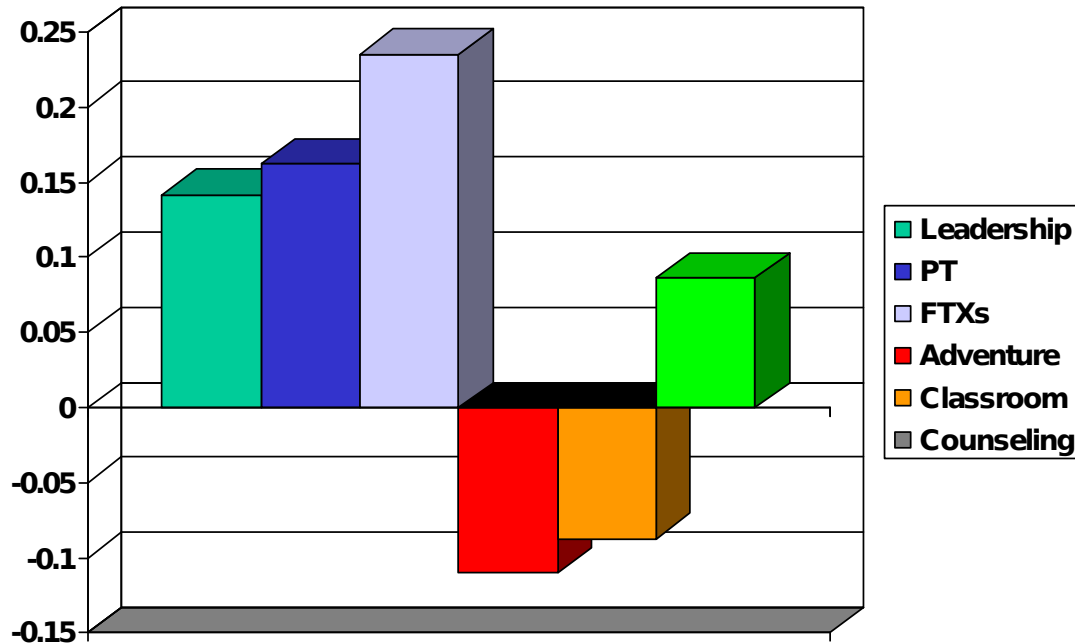


Contracting is most influenced by Perceptions of Career Opportunity in the Army, by Scholarships, and by Parents

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
7	(Constant)	1.650	.207		7.976	.000
	Career Opportunity in Army	.366	.031	.316	11.684	.000
	ROTC Scholarship	.241	.026	.246	9.397	.000
	Parents	.126	.031	.133	4.100	.000
	Influence of Cadre	.100	.031	.090	3.225	.001
	Working	-.116	.026	-.103	-4.517	.000
	Stipend	7.2E-02	.030	.067	2.425	.015
	Family	7.6E-02	.032	.078	2.405	.016

a. Dependent Variable: CON_COMM

Cadets Who Plan to Contract Prefer FTXs, PT and Leadership Instruction



a. Cadets Prefer to Learn and Contracting to Commission

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	3.756	.335		11.198	.000
	Leadership Instruction	.190	.055	.142	3.432	.001
	PT	.185	.038	.162	4.877	.000
	FTXs	.341	.059	.235	5.784	.000
	Adventure Training	-.144	.053	-.110	-2.732	.006
	Classroom Instruction	-.127	.052	-.087	-2.427	.015
	Counseling	.875E-02	.042	.086	2.327	.020

a. Dependent Variable: CON_COMM

Summary of MS2 Retention:

✓ Who influences the contracting decision:

- Cadets say that friends influence the decision to contract.**
- However, the reality is that those cadets who indicate that family influence are more likely to contract, therefore, friends do not necessarily influence positively to contract.**
- The environment (fellow students, faculty, etc.) of cadets negatively impacts on contracting and commissioning.**

✓ Why cadets contract:

- Cadets contract when they believe the Army is a stepping stone to a civilian career.**
- Cadets like those activities that are unlike those of the general educational experience, e.g., FTXs, hands on training, etc.**

✓ Why cadets do not contract:

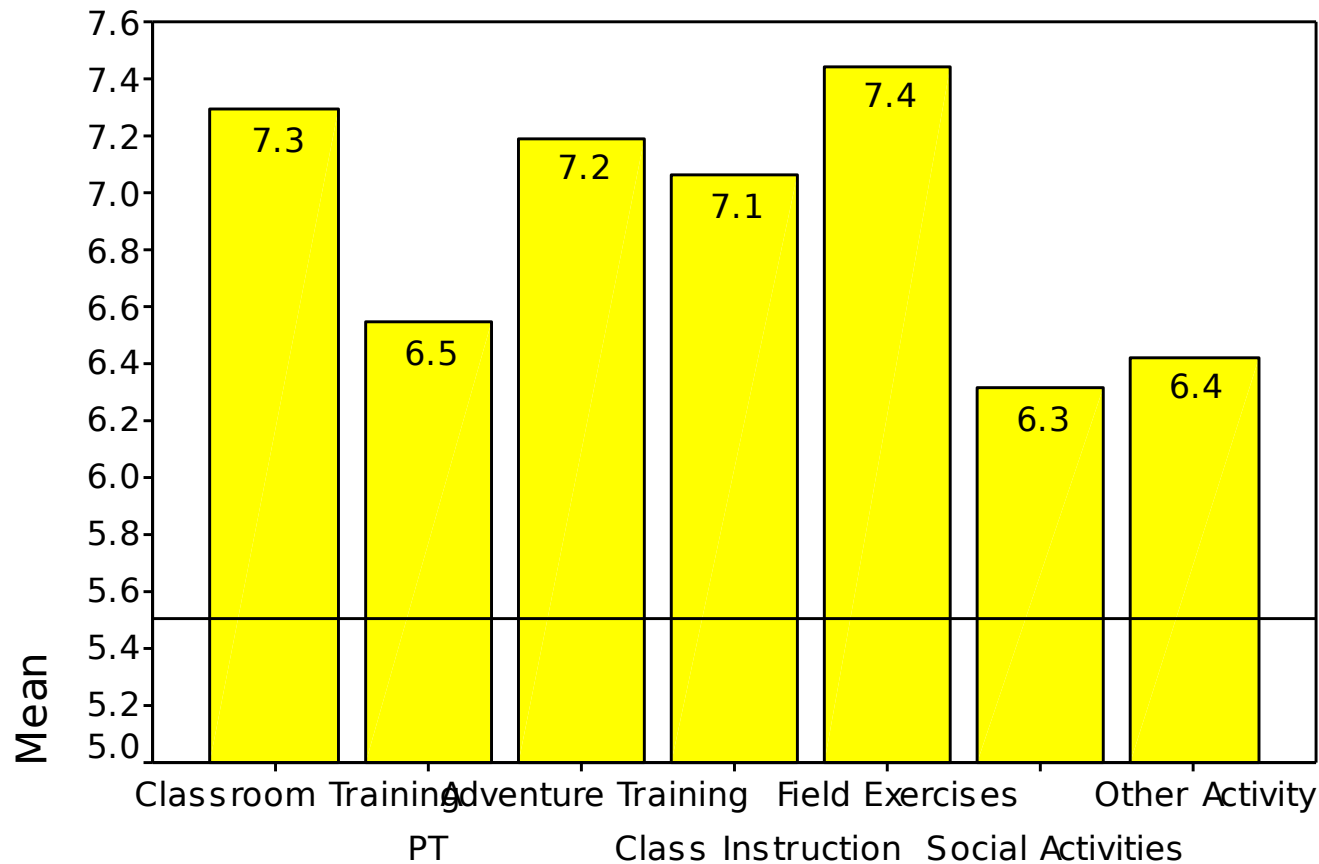
- Cadets convinced that being an Army officer does**

General Impressions of ROTC:

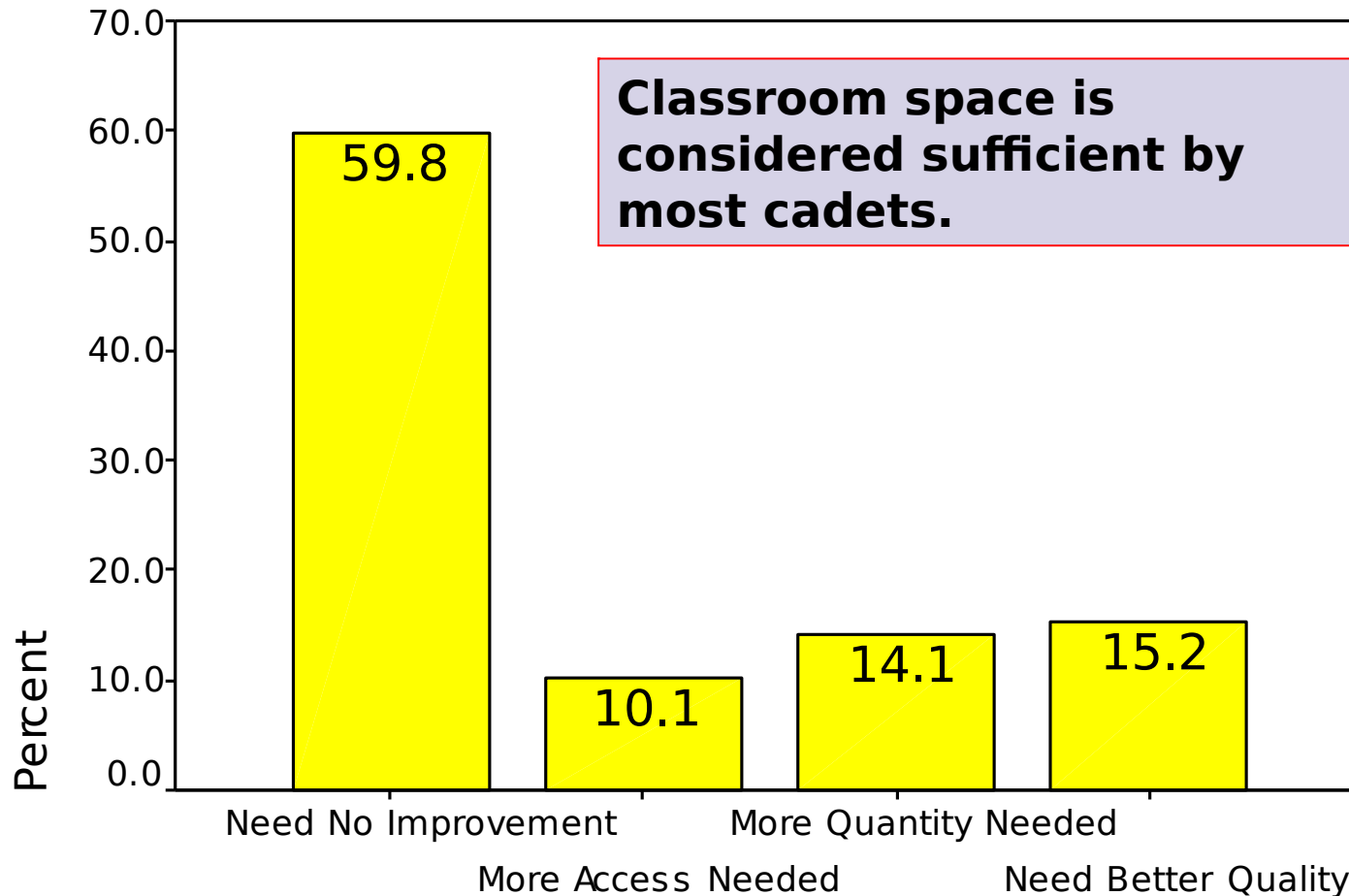
- **ROTC activities ratings.**
- **Classroom space, cadre, library materials, and training materials.**
- **Cadets' evaluation of cadre.**
- **Cadet's evaluation of the overall course.**

ROTC Activities Ratings

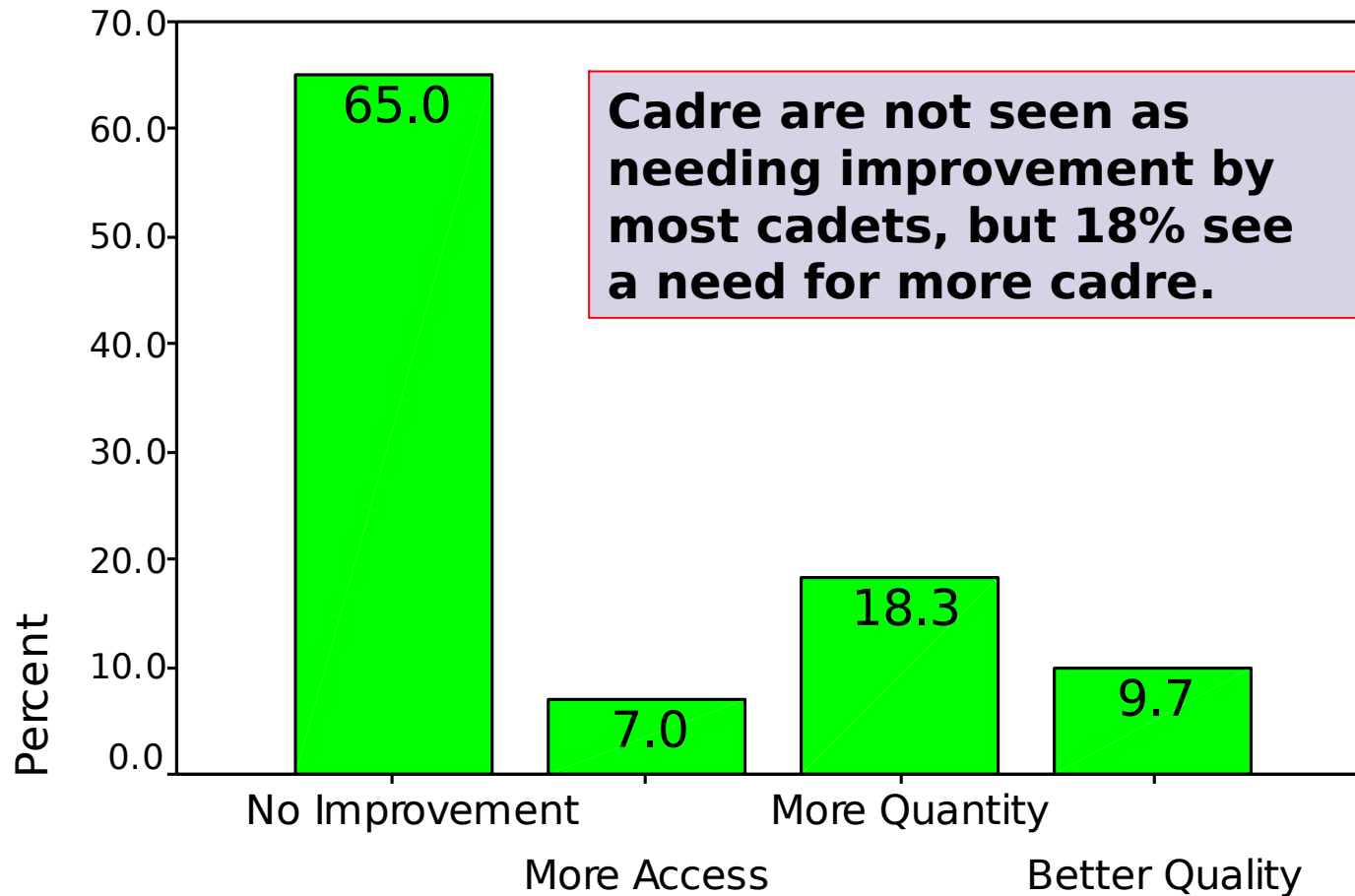
All positive, especially field exercises



Any Improvements in ROTC OnCampus Classroom Space

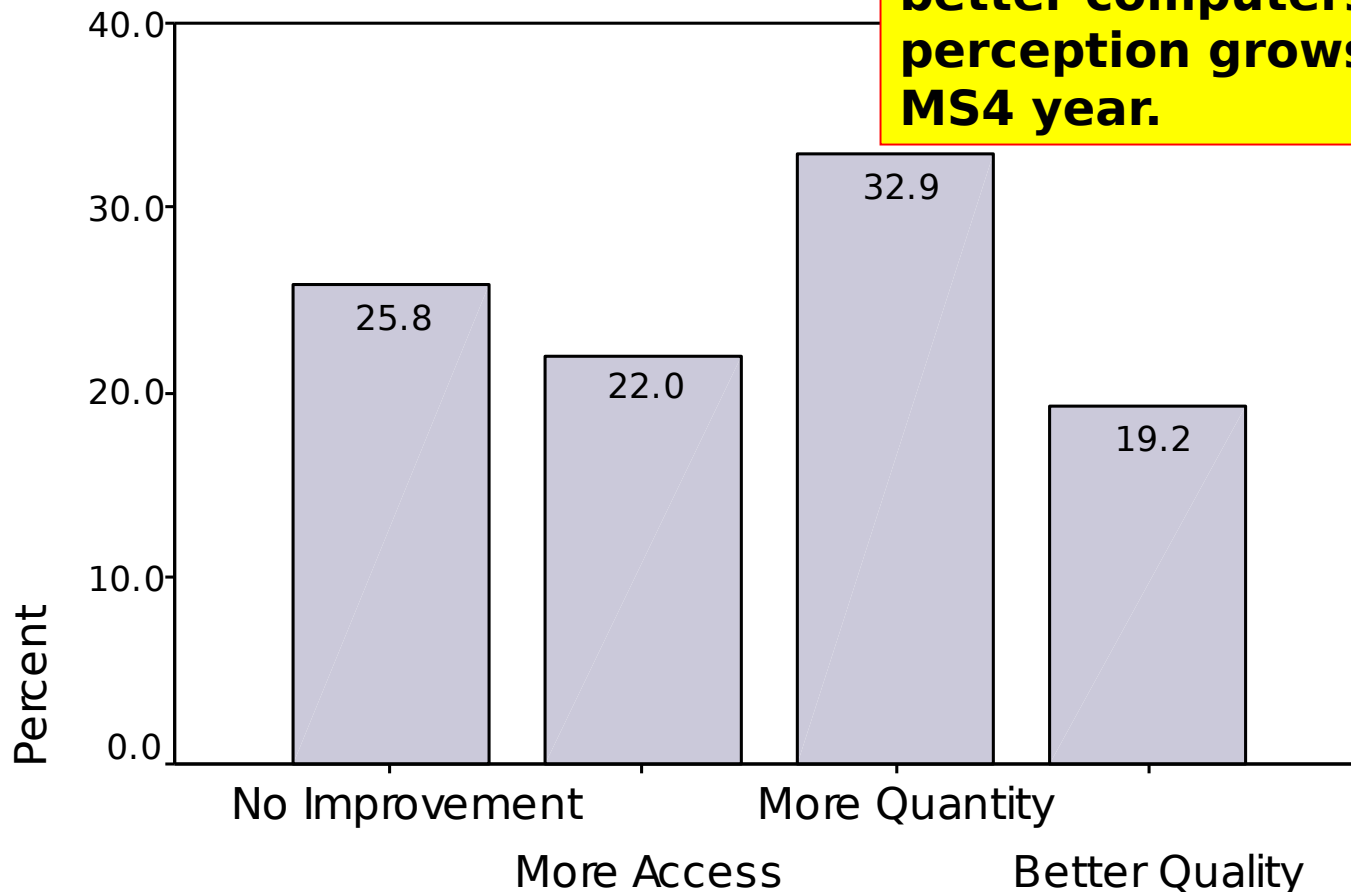


Any Improvements in ROTC OnCampus Cadre



Any Improvements in ROTC OnCampus

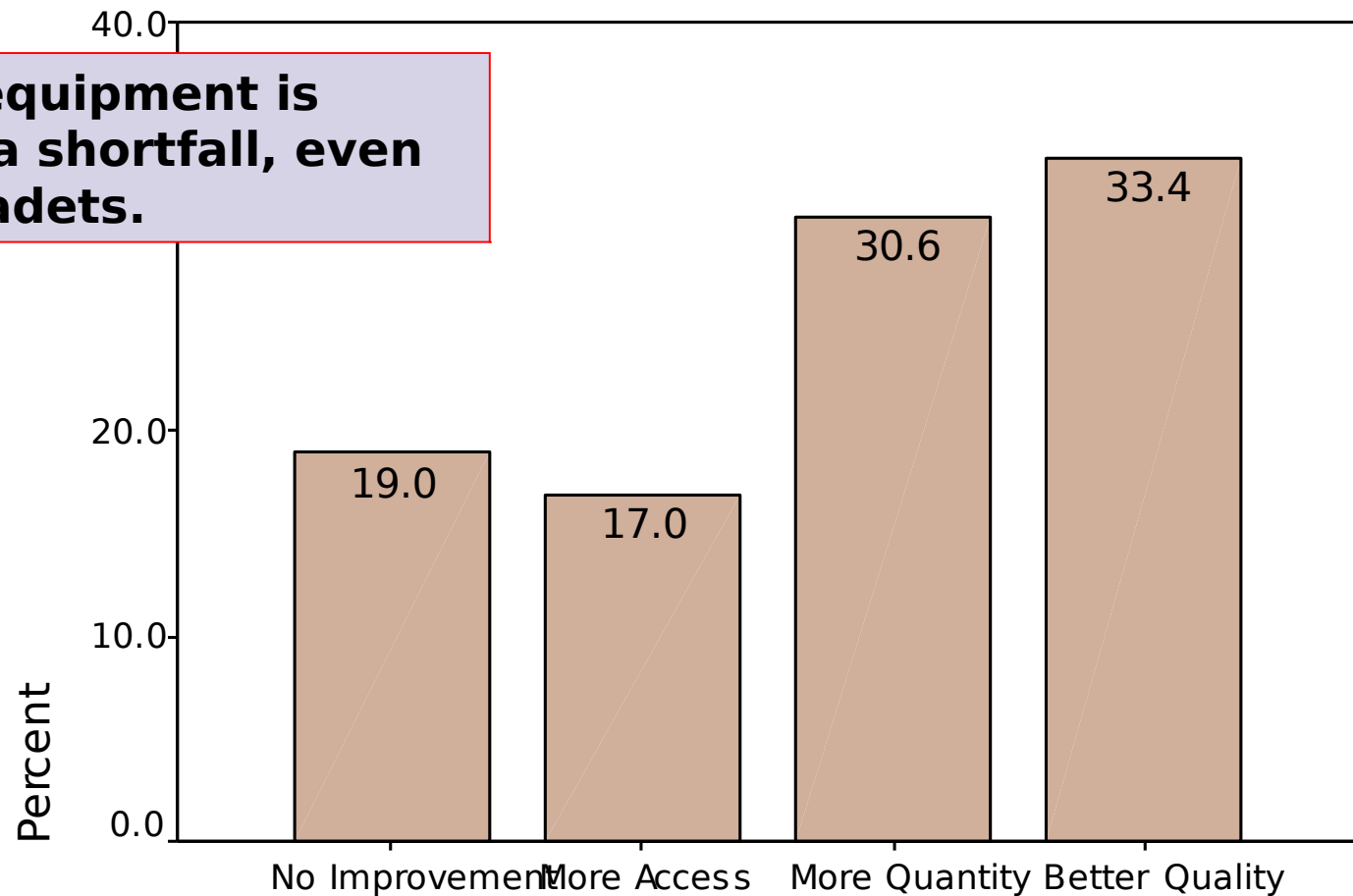
Computers for ROTC



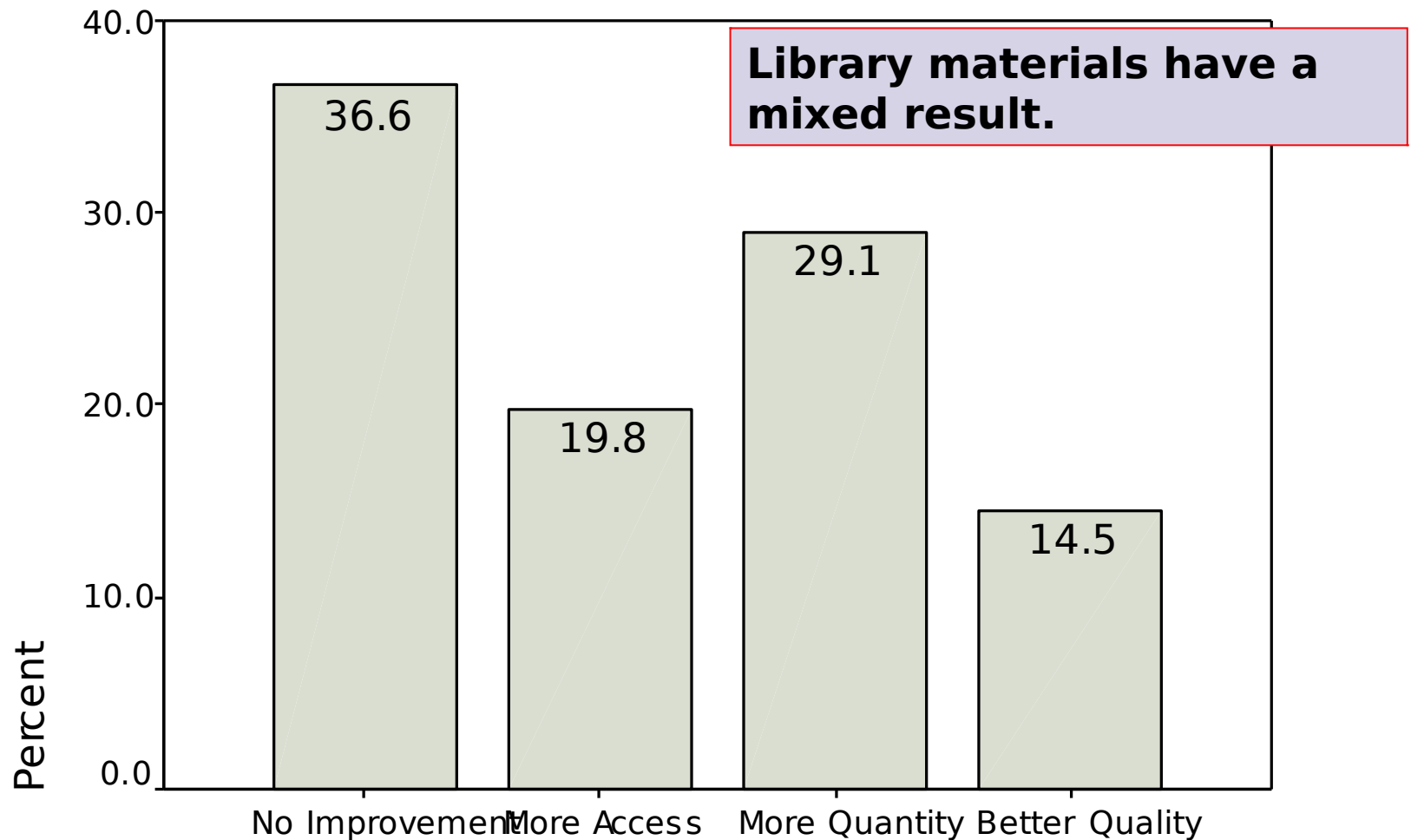
Cadets see a need for more and better computers, and this perception grows through the MS4 year.

Any Improvements in ROTC OnCampus Training Equipment

Training equipment is noted as a shortfall, even by MS2 cadets.

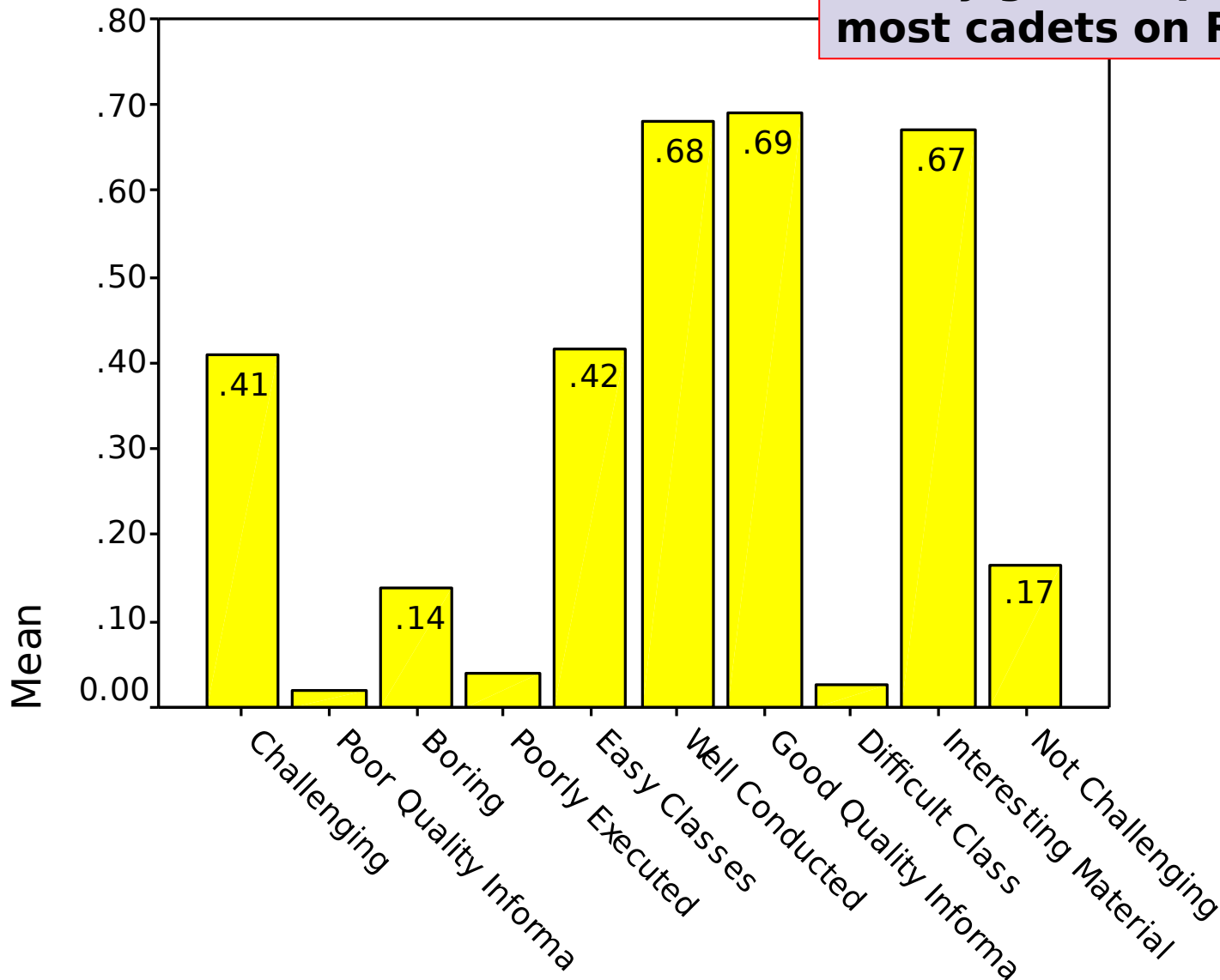


Any Improvements in ROTC OnCampus Library Materials

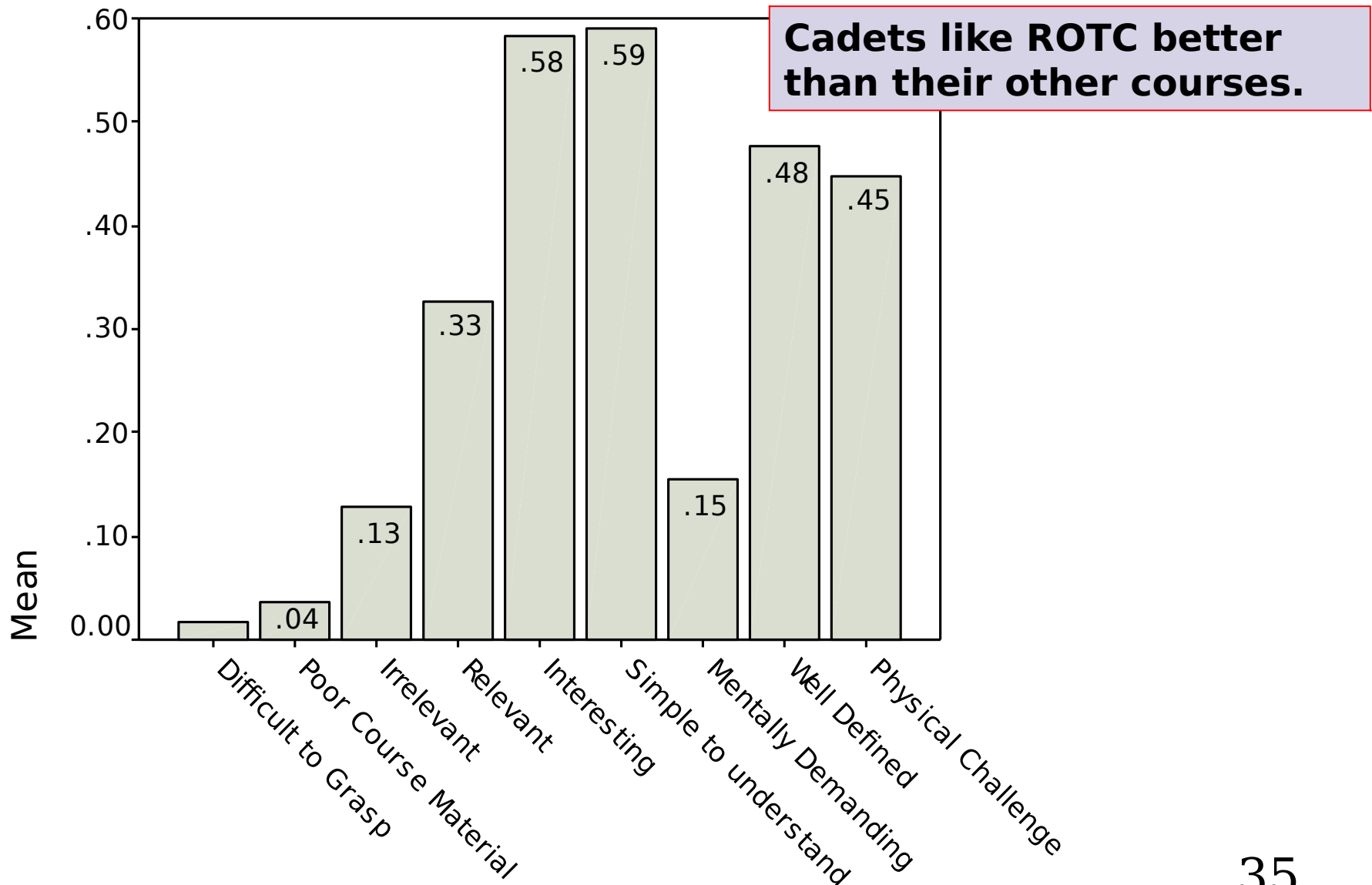


ROTC Courses Are...?

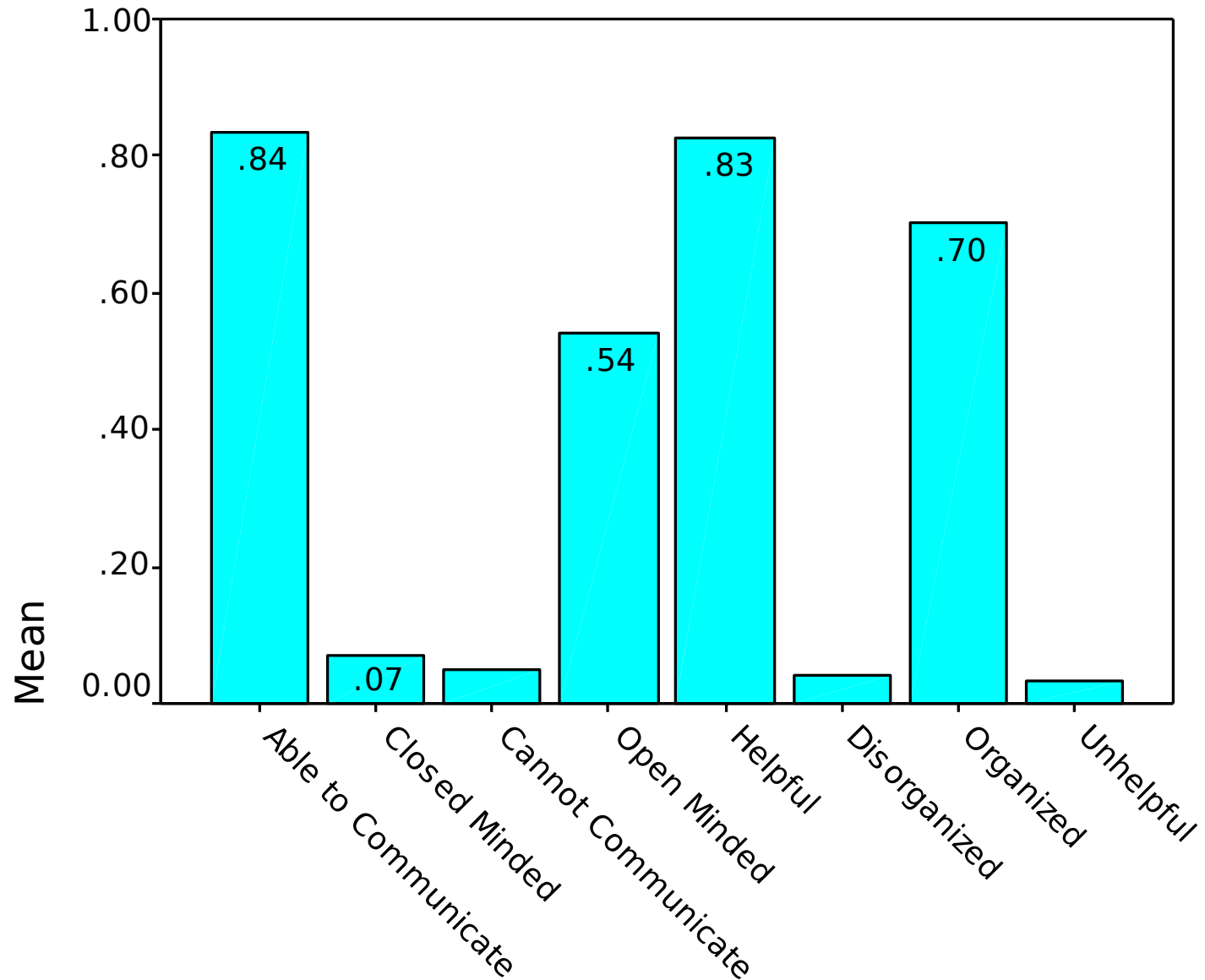
A very good report card by most cadets on ROTC.



ROTC Coursework Compared to Other College Courses



ROTC Cadre Are.....



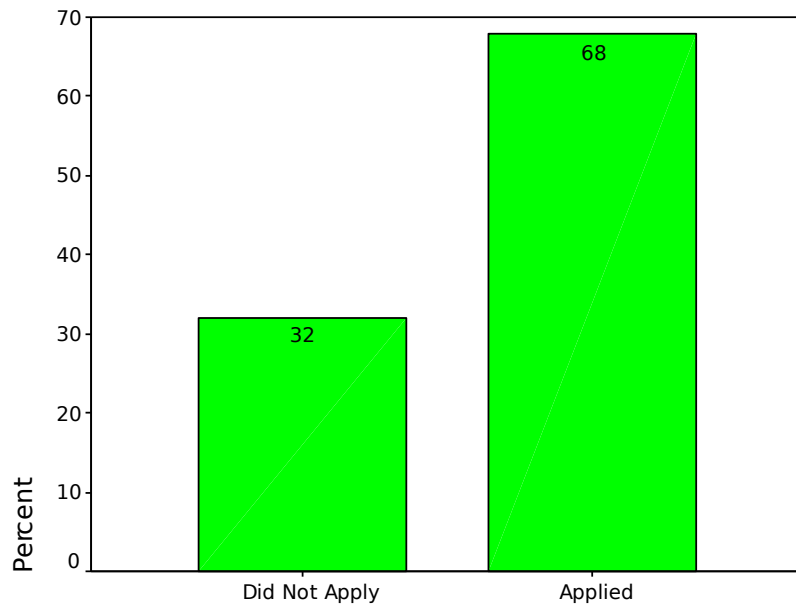
Summary of MS2 Impressions of ROTC:

- ✓ **Classroom space and cadre are OK, and library materials are not too bad.**
- ✓ **Cadets see a great need for improvement of training materials.**
- ✓ **Cadets see a need for improved computer capacity.**
- ✓ **ROTC course of instruction gets a very high review from cadets.**
- ✓ **Perception of cadre generally positive.**

Scholarships and Financing:

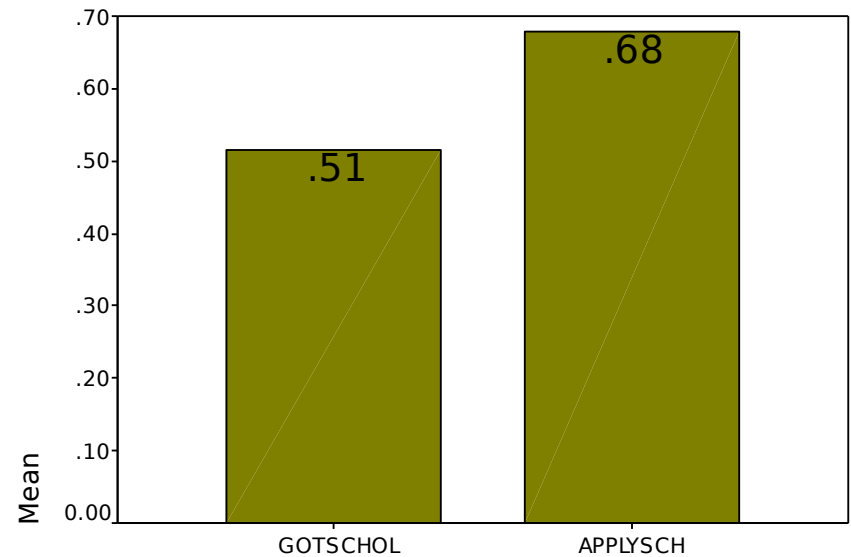
- **Number Applying for a Scholarship**
- **Number Awarded and Type**
- **Impact of Getting a Scholarship on Continuing R**
- **Importance of Scholarship to Remaining in Scho**
- **Cadet Finances**
- **Cadets Working**

Most Applied for a Scholarship

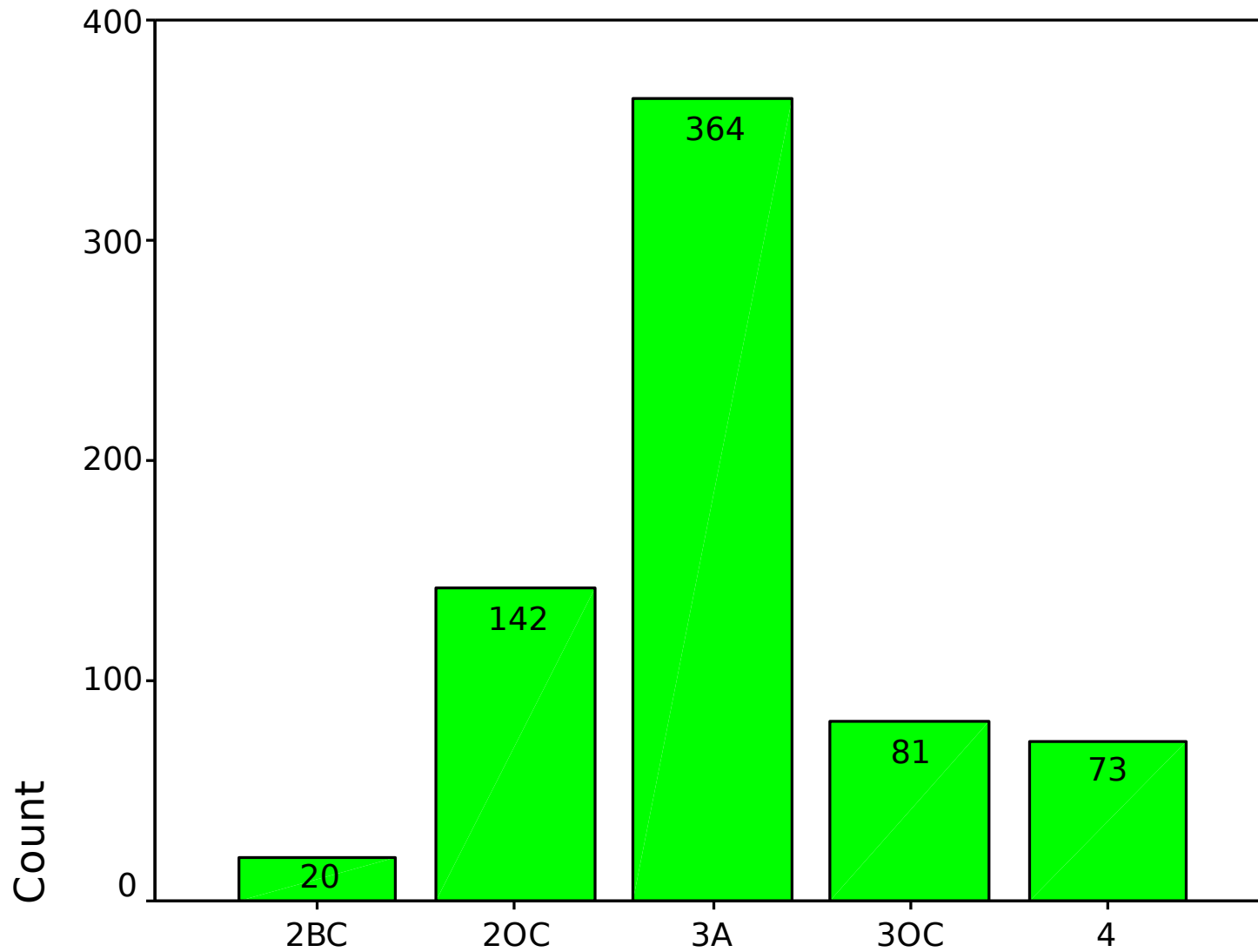


Most cadets applied for a scholarship. About 25% of those who applied did not get one.

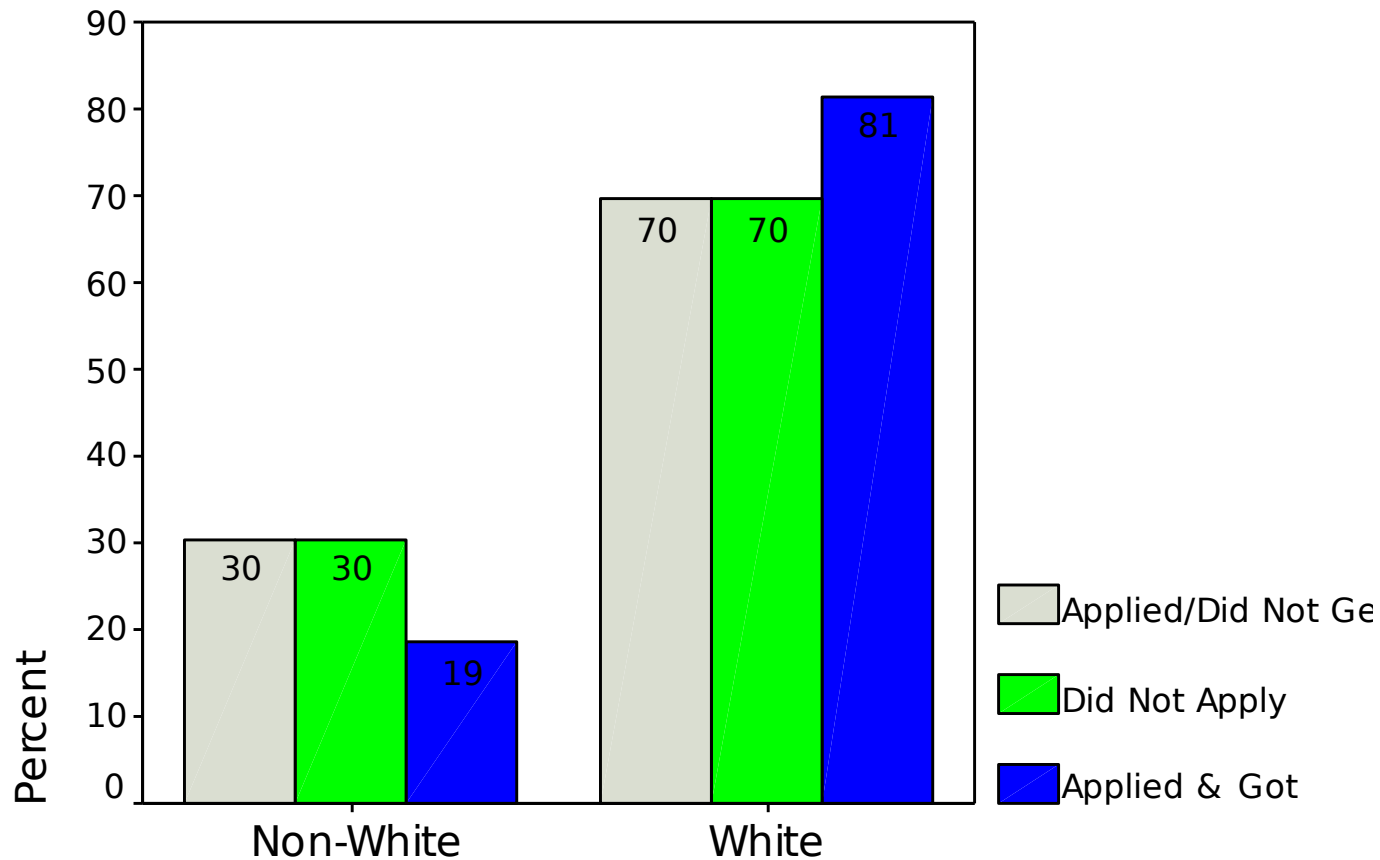
Most Who Applied Got a Scholarship About On-Quarter Did Not However



Scholarship Distribution

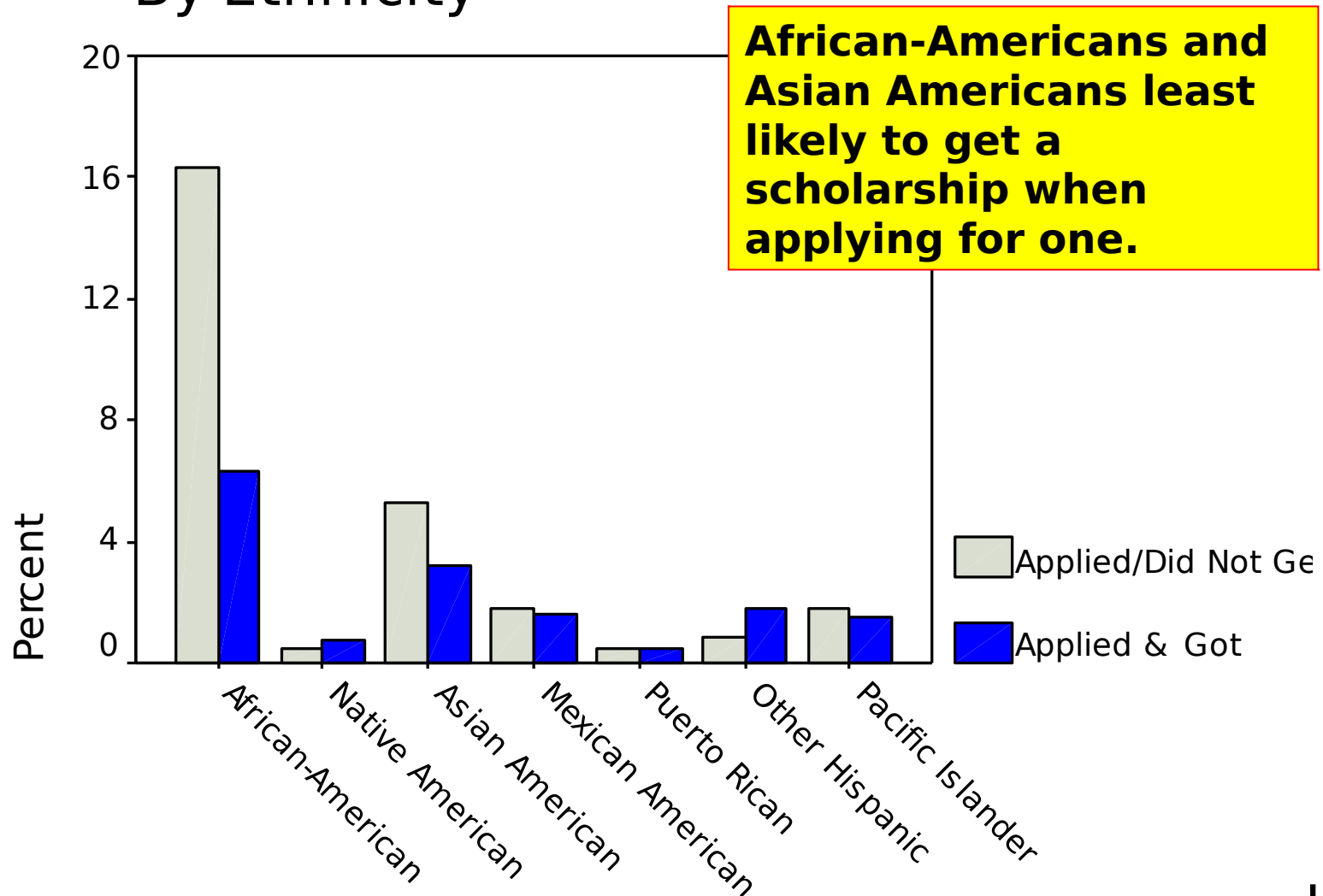


Whites Significantly Higher Satisfaction Rate in Acquiring ROTC Scholarships



Scholarship Satisfaction

By Ethnicity



Model Summary - Scholarship Years and Relationship to Commissioning

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.504^a	.254	.254	3.02

a. Predictors: (Constant), YRSCHOLR

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	5.860	.116		50.339
	Years of Scholarship	1.180	.056	.504	21.241

a. Dependent Variable: CON_COMM

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4103.628	1	4103.628	451.253	.000^b
	Residual	2031.160	1323	9.094		
	Total	6134.788	1324			

a. Predictors: (Constant), YRSCHOLR

b. Dependent Variable: CON_COMM

Not just scholarships, but the number of years of scholarship award impacts the decision to continue to commission.

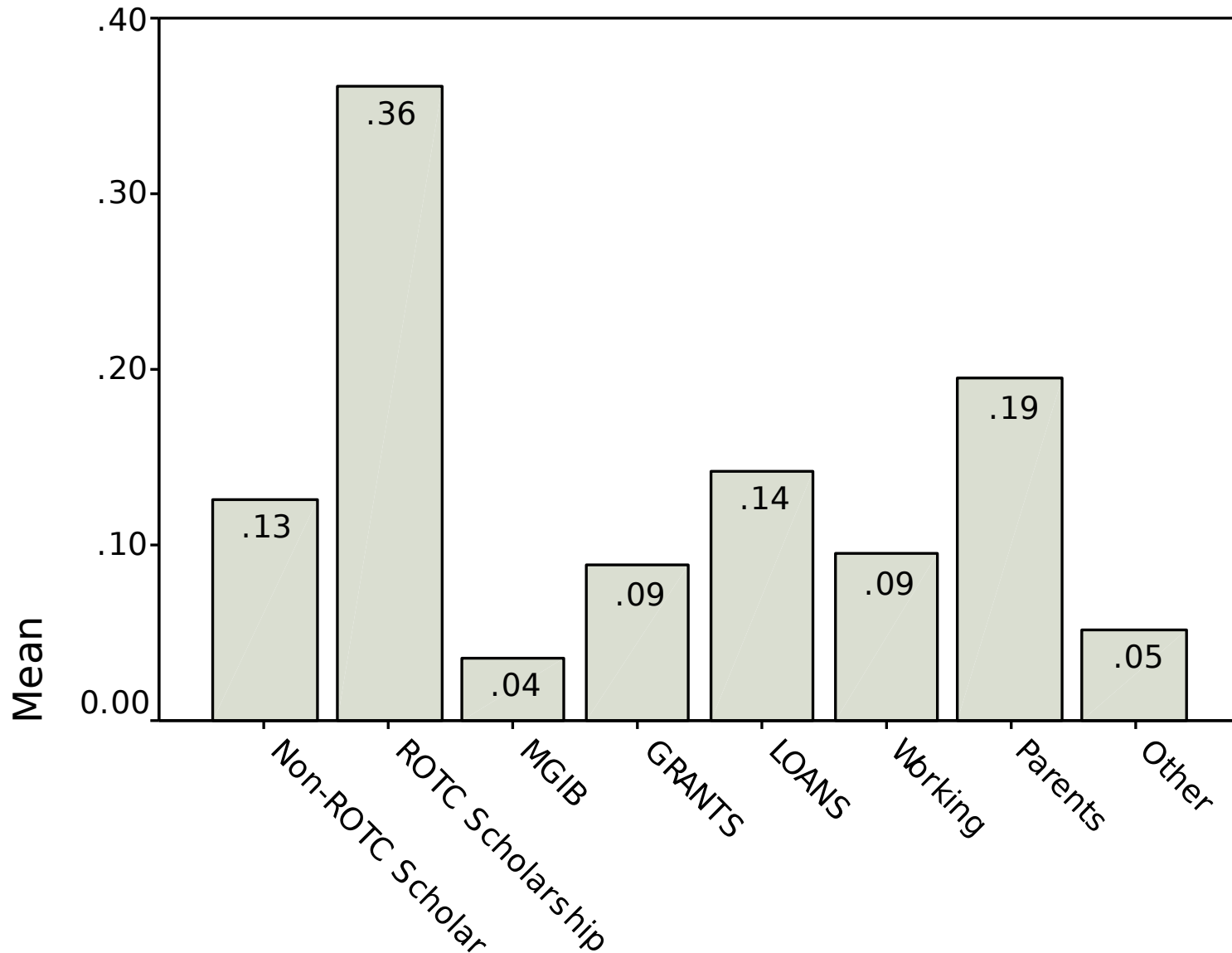
Scholarships generally, and particularly longer term scholarships have a substantial impact on contracting, but FTXs are the strongest single impact.

Impact on Contracting to Commission

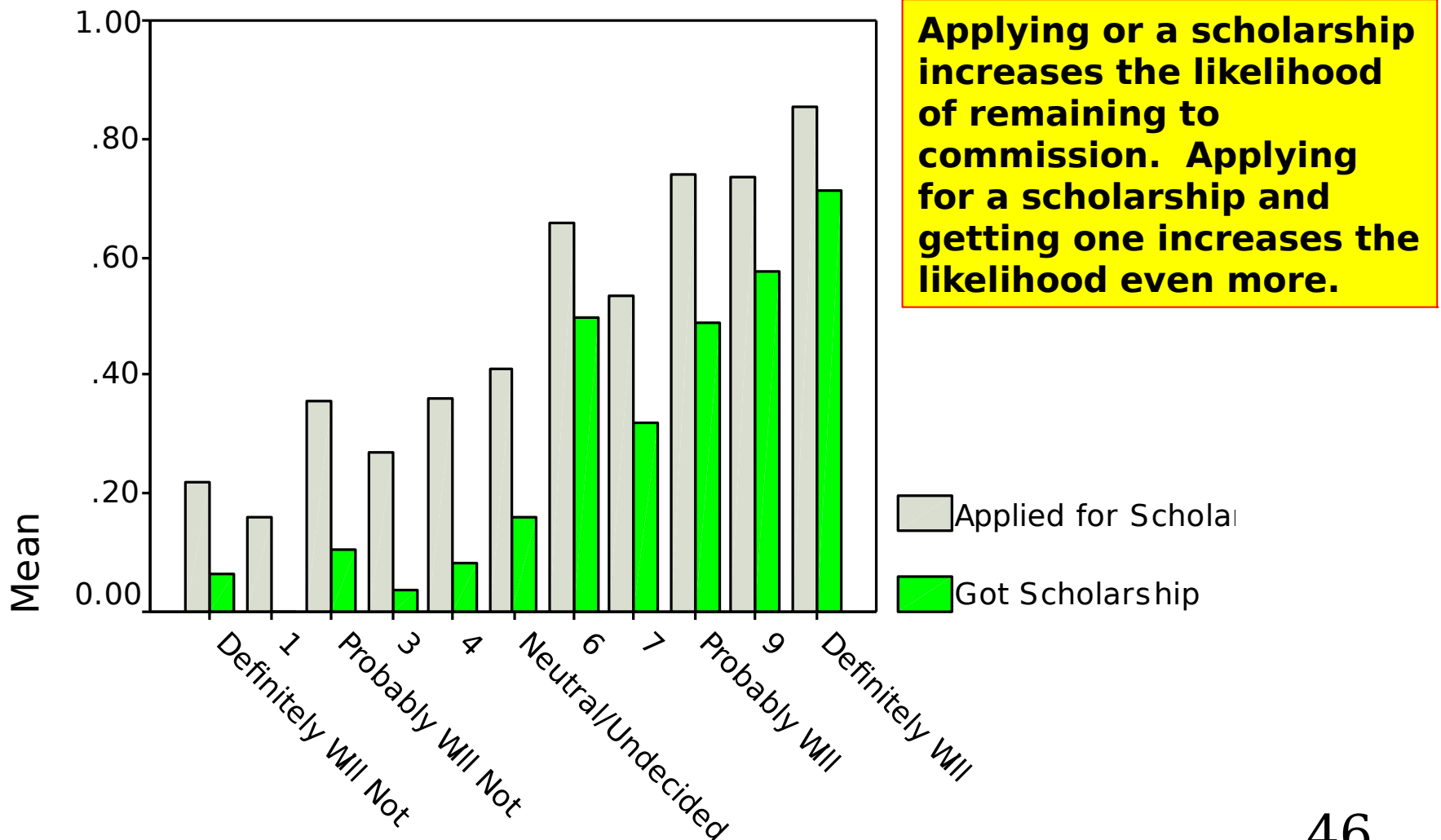
		Unstandardized Coefficients		Standardized Coefficients	<i>t</i>	<i>Sig.</i>
		<i>B</i>	<i>Std. Error</i>	<i>Beta</i>		
	(Constant)	5.405	.431		12.533	.000
	Years of Scholarship	.430	.102	.153	4.218	.000
	Parents	2.264E-02	.020	.046	1.133	.258
	Friends	3.137E-02	.024	-.061	-1.285	.199
	Cadre	4.511E-02	.028	.077	1.583	.114
	FTXs	.173	.032	.220	5.407	.000
	Father in Military	3.348E-02	.121	.010	.278	.781
	Scholarships	.108	.032	.127	3.378	.001

a. Dependent Variable: CON_COMM

How Cadets Pay for School

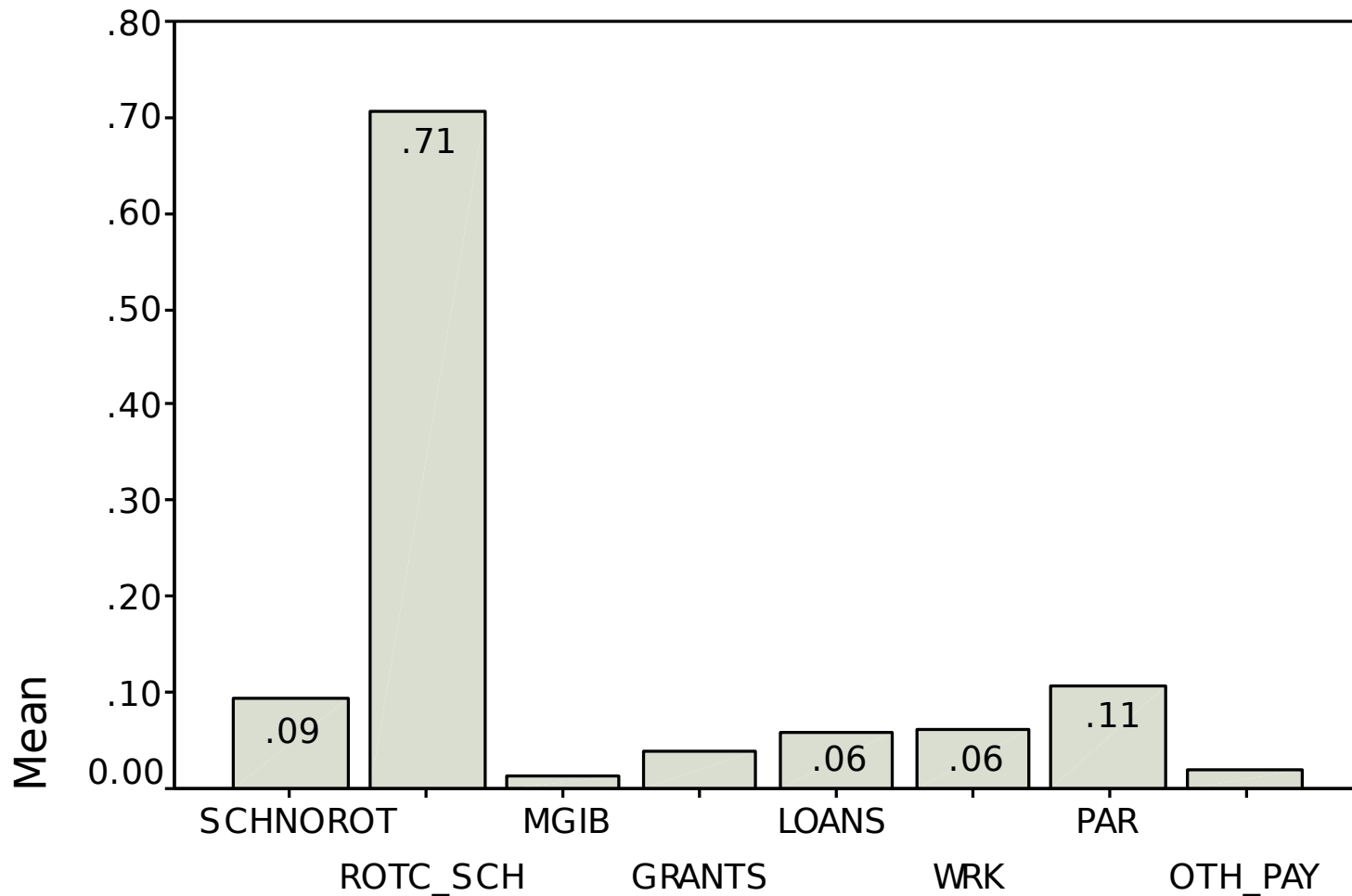


Comparing Will Commission With Whether Cadet Applied for and Got a Scholarship



For Scholarship Cadets ROTC Pays

About 71 Percent of the Costs of School



Relations - How Cadets Pay For School and Contracting to Commission

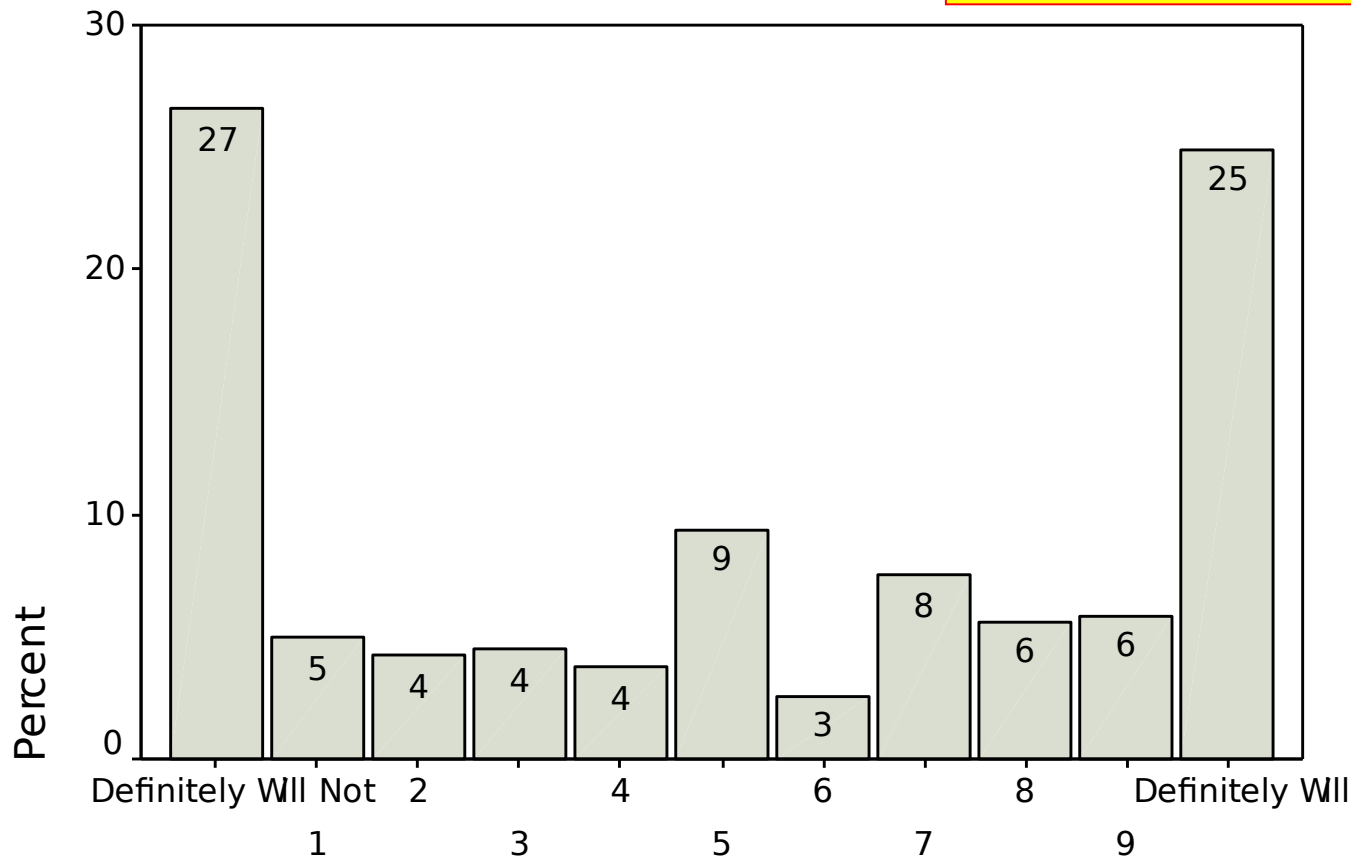
		Contracting to Commission
Non-ROTC Scholarship	Pearson Correlation	-.179
	Sig. (2-tailed)	.000
	N	1153
ROTC Scholarship	Pearson Correlation	.481
	Sig. (2-tailed)	.000
	N	1325
Montgomery GI Bill	Pearson Correlation	.044
	Sig. (2-tailed)	.113
	N	1325
GRANTS	Pearson Correlation	-.140
	Sig. (2-tailed)	.000
	N	1325
LOANS	Pearson Correlation	-.160
	Sig. (2-tailed)	.000
	N	1325
Working	Pearson Correlation	-.079
	Sig. (2-tailed)	.004
	N	1325
Parents	Pearson Correlation	-.216
	Sig. (2-tailed)	.000
	N	1325
Other sources	Pearson Correlation	-.103
	Sig. (2-tailed)	.000
	N	1325

Generally, sources of financial aid outside ROTC have a negative impact on contracting. This means that the more cadets are financially tied to ROTC, the better the chance of retaining them to commission.

Plan to Stay to Commission

Did Not Apply For Scholarship

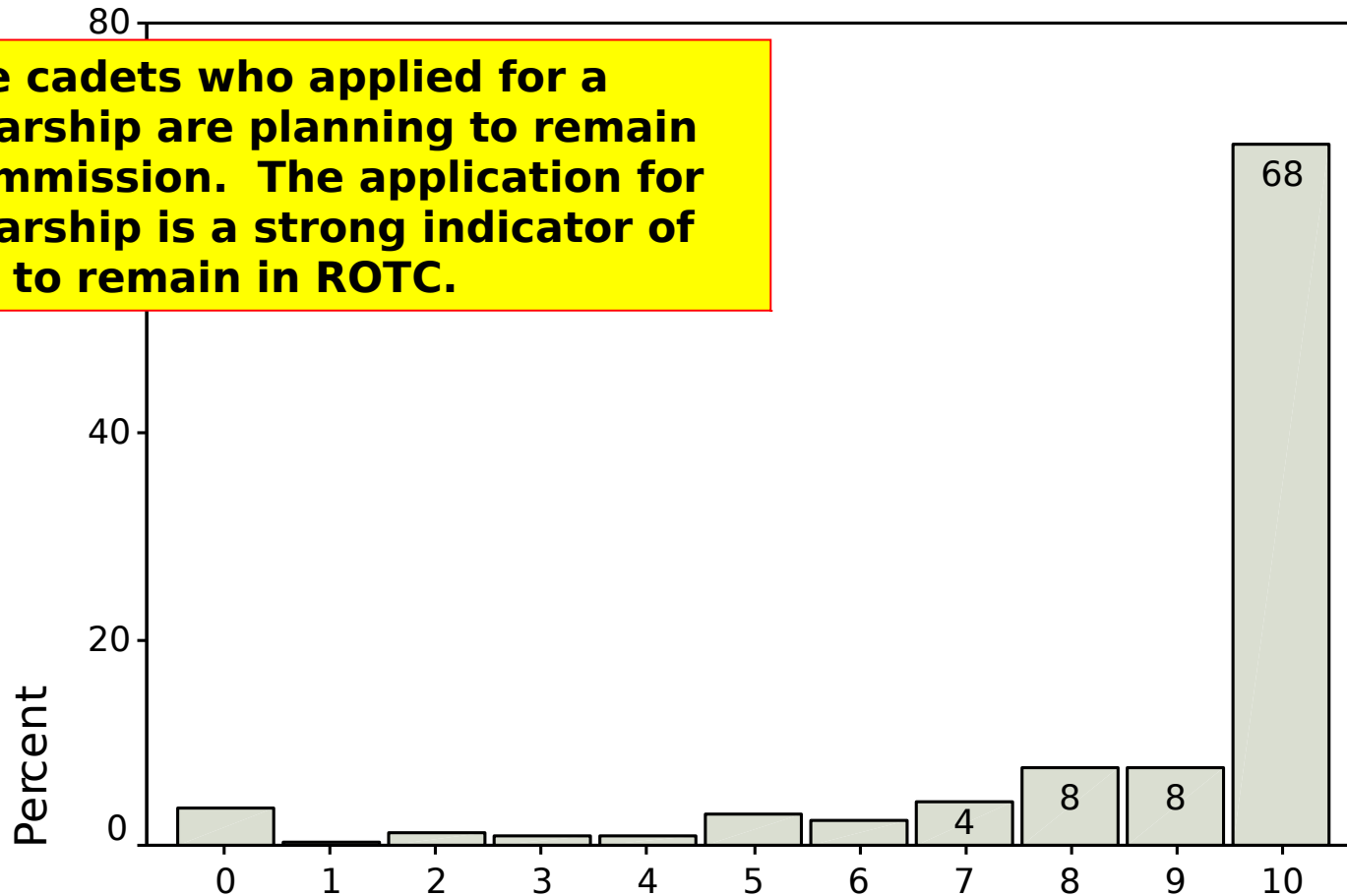
Those cadets who did not apply for a scholarship cannot be counted upon to remain to commission.



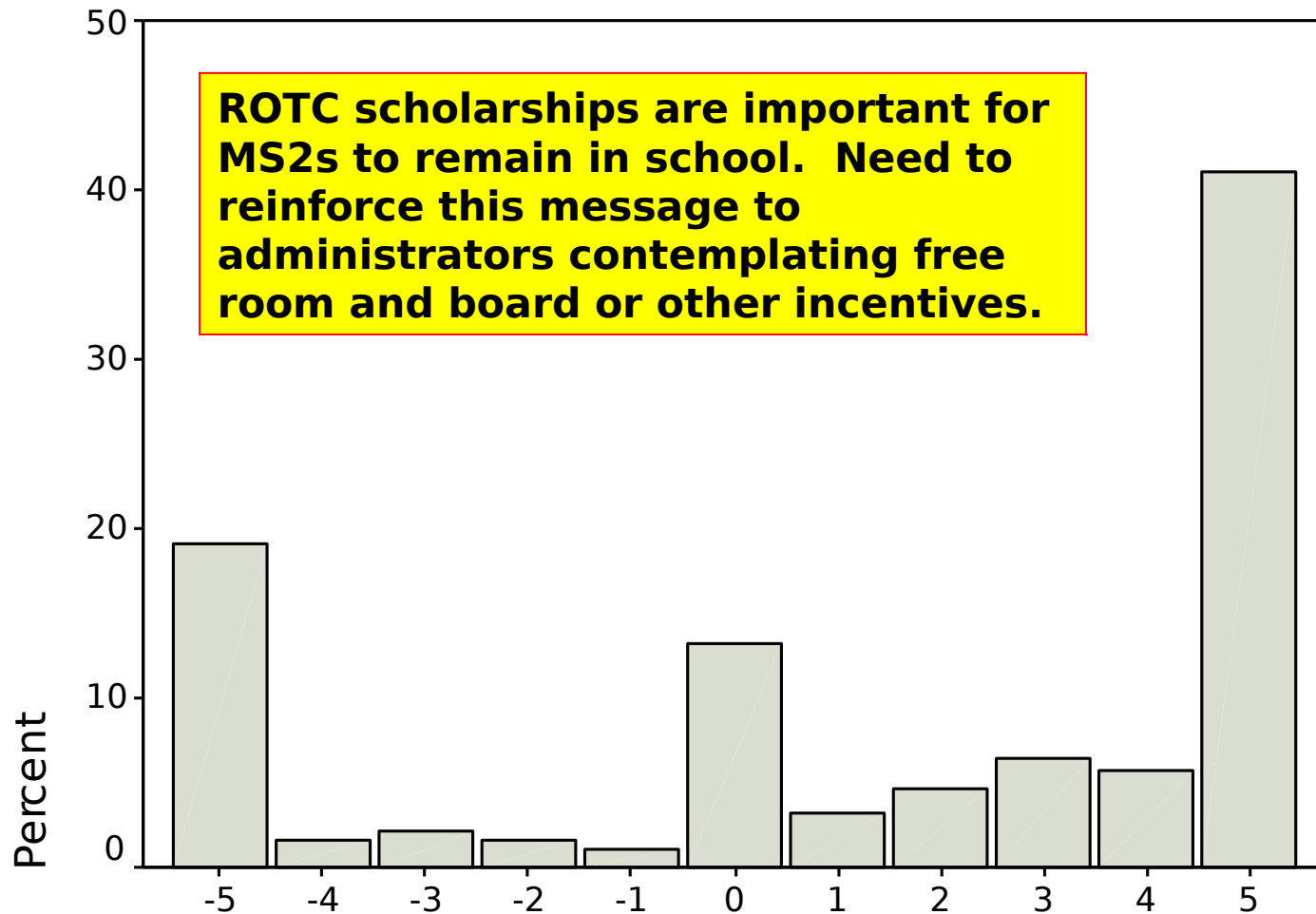
Will Stay to Commission

Applied for Scholarship

Those cadets who applied for a scholarship are planning to remain to commission. The application for scholarship is a strong indicator of plans to remain in ROTC.



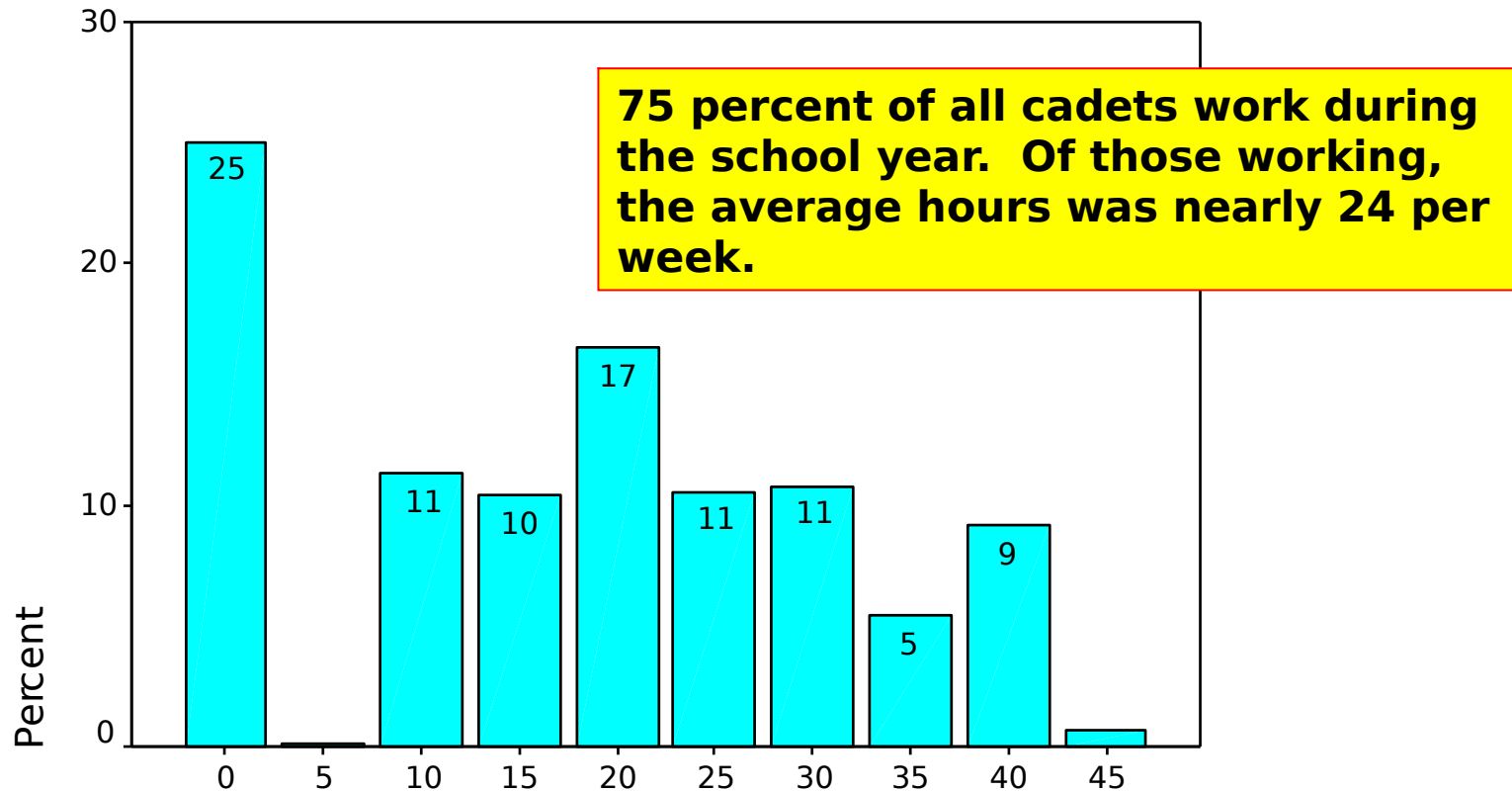
Impact of Scholarship On Staying in School



Not Important = -5; Neutral = 0; Very Important = 5

Hours Worked During the School Year

All Cadets

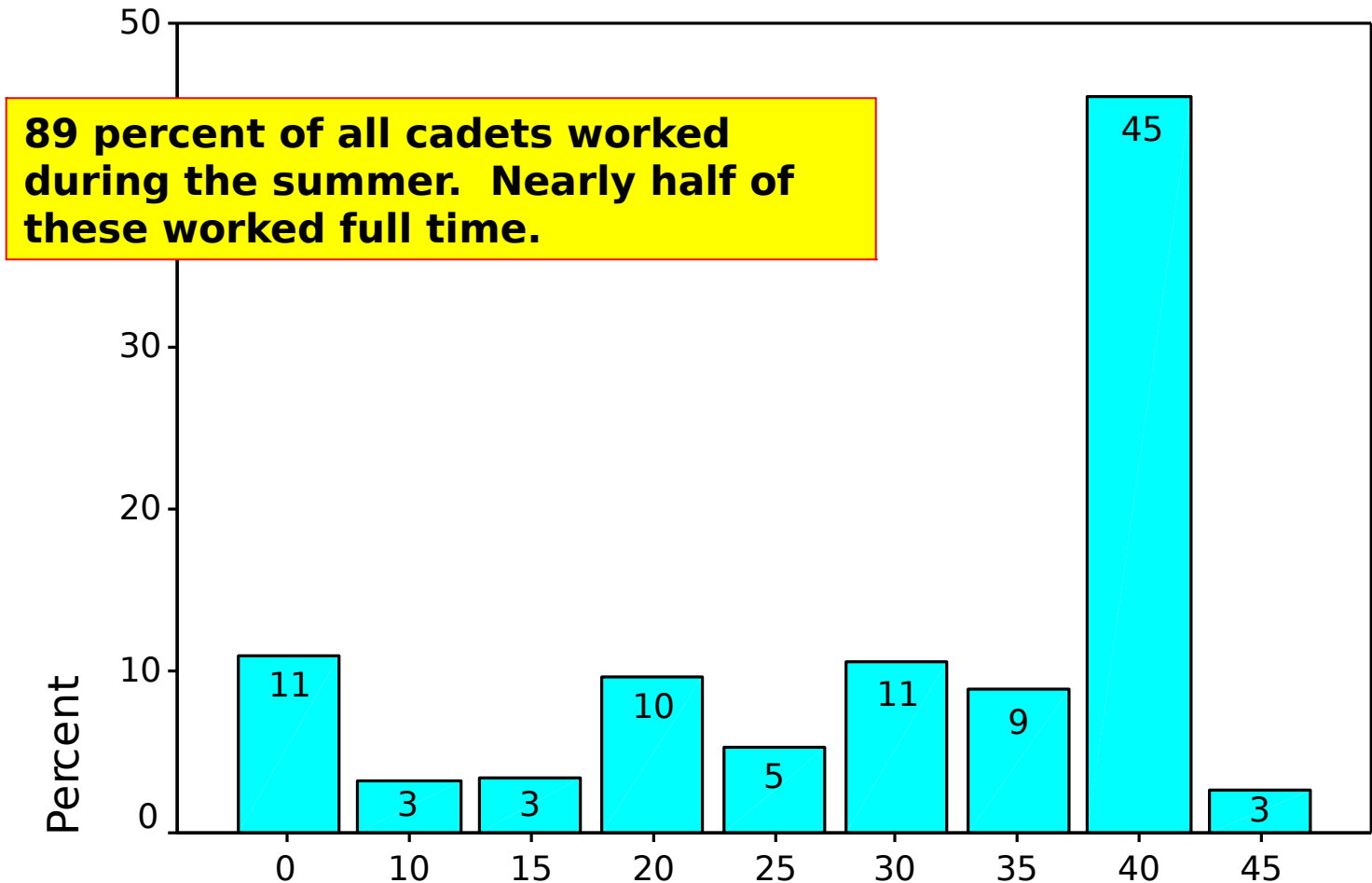


Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
ENR_WRK	993	5	45	23.68	9.70
Valid N (listwise)	993				

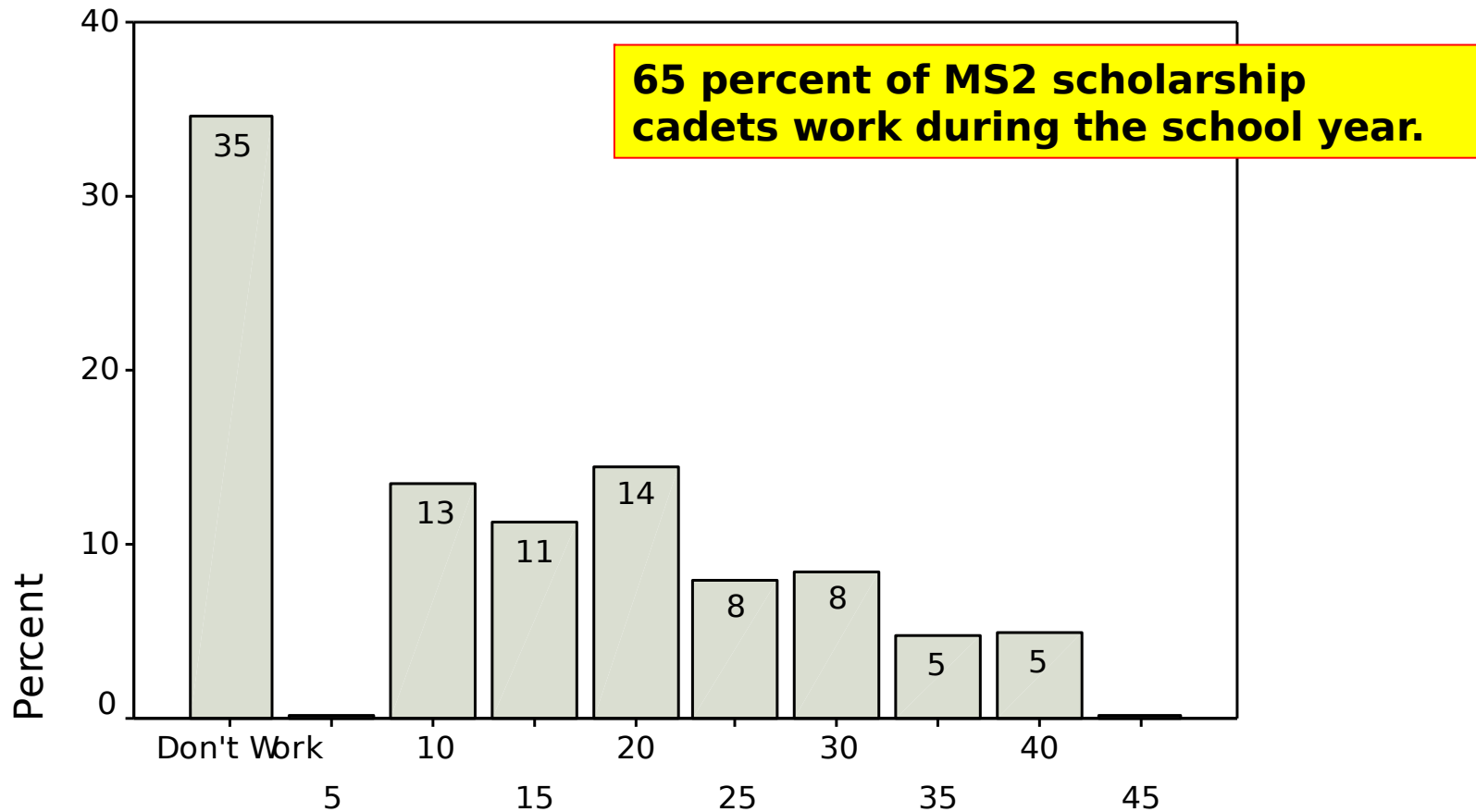
Hours Worked in Summer

All Cadets



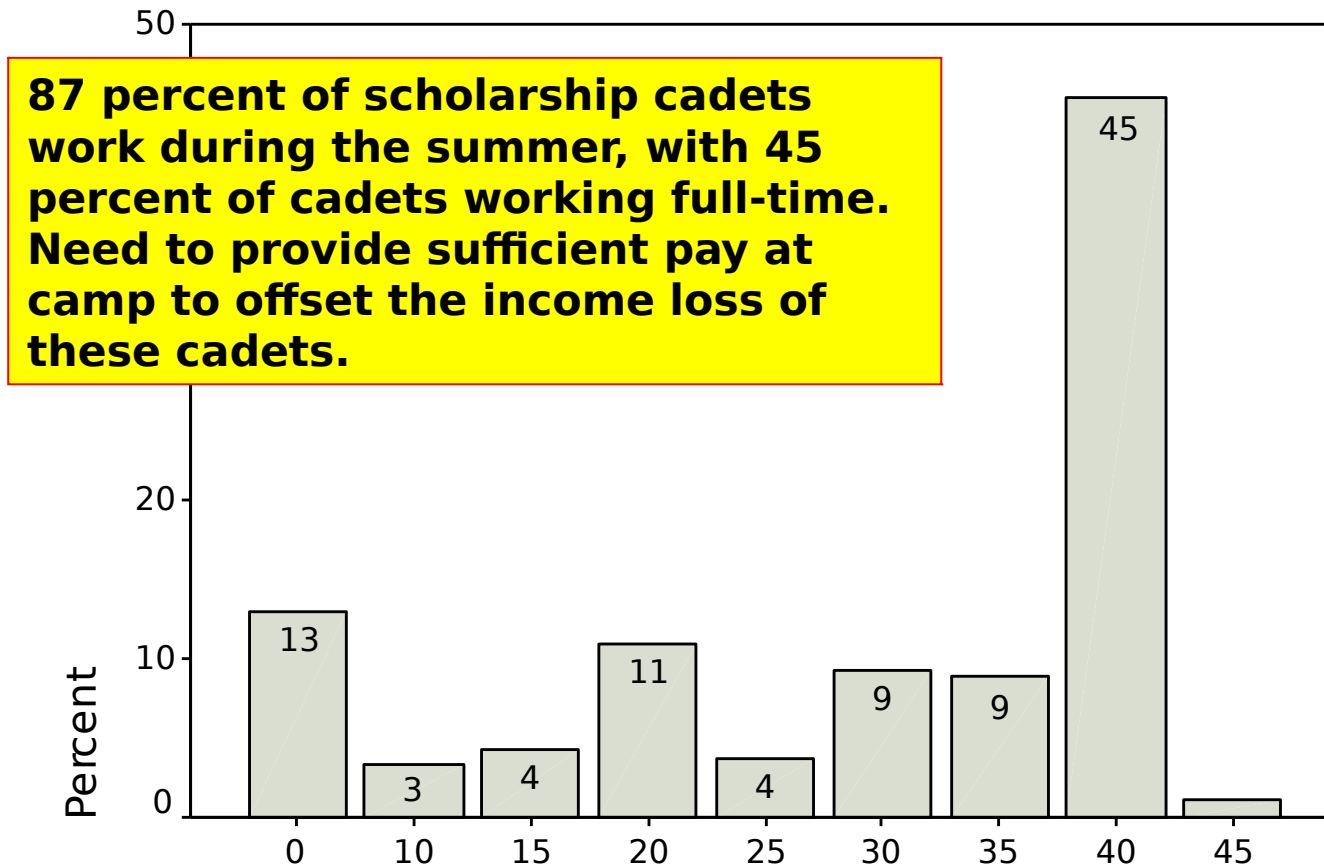
Number of Hours Worked During the School Year

Scholarship Only

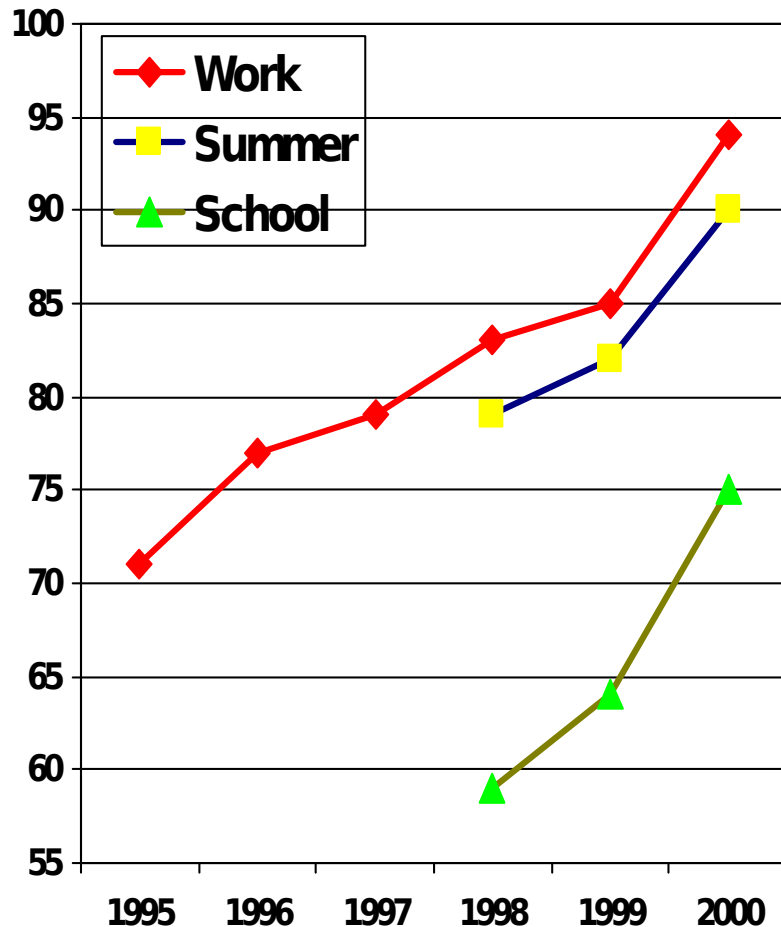


Number of Hours Worked During the Summer

Scholarship Only



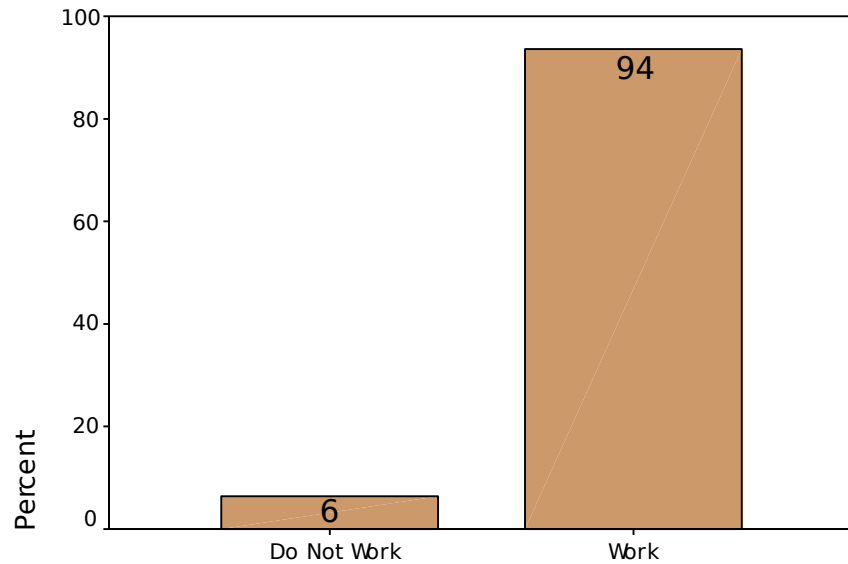
Hours of Work During School Year Up



Increases in the number of hours worked also up from an average of 20.3 to more than 23 hours a week during the school year.

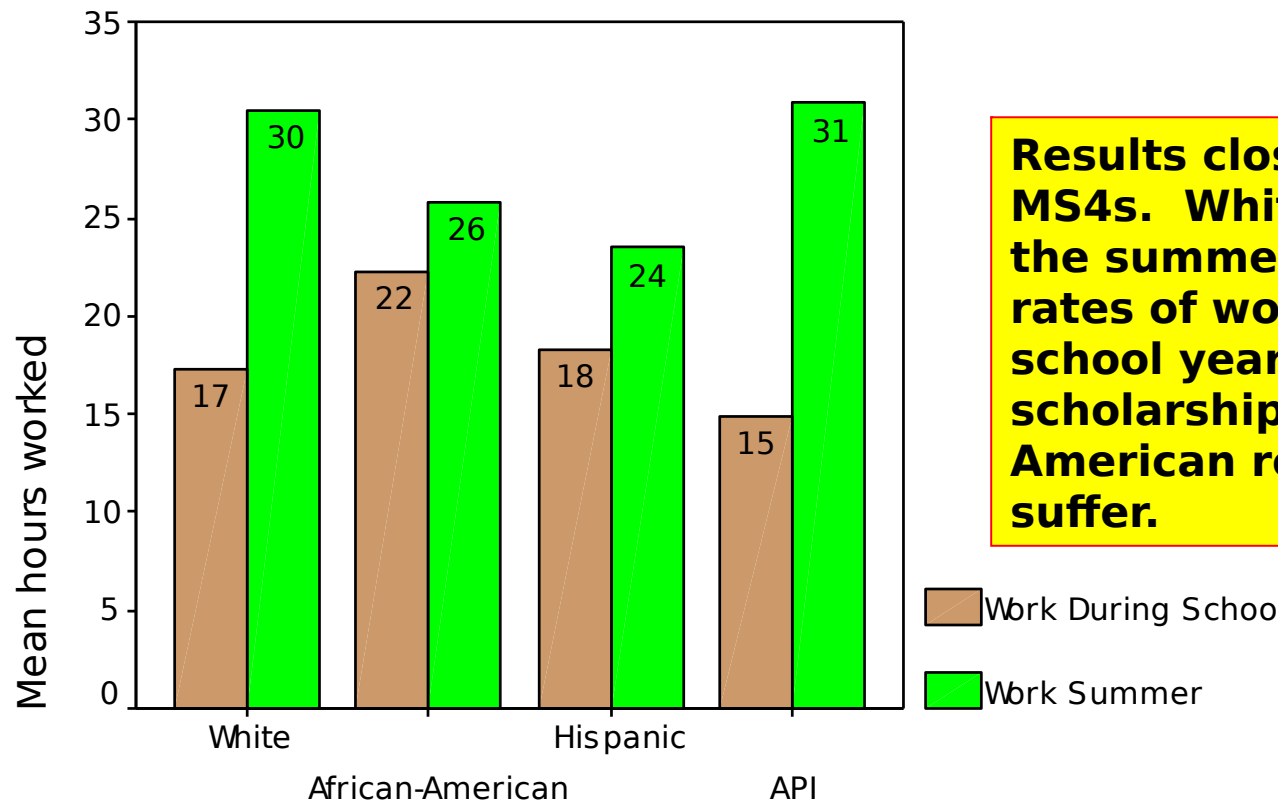
Vast Majority of MS2s Work to Pay

Costs of College or Living Expenses



African-Americans More Often

Work During the School Year



Results closely mirror those of MS4s. Whites work more in the summer. Due to higher rates of working during the school year and lower rates of scholarship award, African-American retention should suffer.

Working during school has a strong negative impact on plan s t commission.

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	9.330	.144		64.610	.000
Working while enrolled	-.107	.007	-.410	-16.356	.000

a. Dependent Variable: CON_COMM

Summary of MS2 Finances and Scholarships:

✓ Cadet Finances:

- Cadets 64 percent of costs of going to school. Scholarship cadets claim 71 percent of costs paid for by ROTC.**
- The more a cadet depends on sources other than ROTC to pay for school, the less likely he will contract and commission.**
- Over 90 percent of MS2 cadets work.**
- Working during the school year is negatively related to contracting to commission.**
- White cadets work less often during the school year.**

✓ Scholarships:

- Scholarship cadets indicate that the scholarship is very important to staying in school.**
- White cadets who apply are more likely to get a scholarship, while African-American cadets are less likely.**

Contracting and Impact on Cadet:

- **Combined Summary of Primary Reasons to Commission through Army ROTC.**
- **ROTC activities and impact on commissioning.**
- **Perceived impact of contracting on cadet.**
- **Cadre Impact on Decision.**
- **Career opportunity issues.**

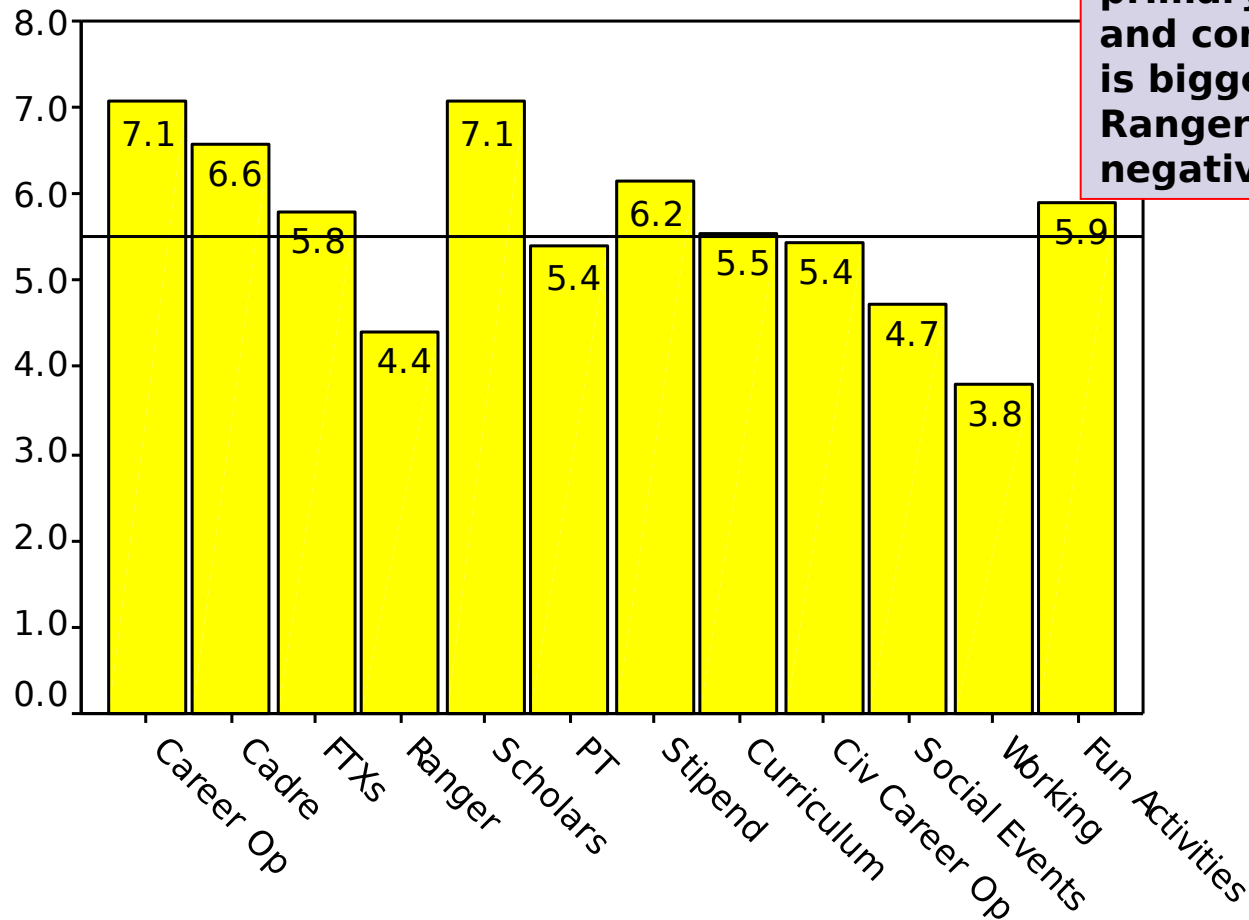
How Cadets Reported the Influences

Scholarships and Career Opportunity

Heads List of Positive Influences

* Note: Above 5.5 is positive, below is negative

Scholarships tie with Career Opportunity as a primary reason to contract and commission. Working is biggest negative. Ranger Challenge is also a negative.



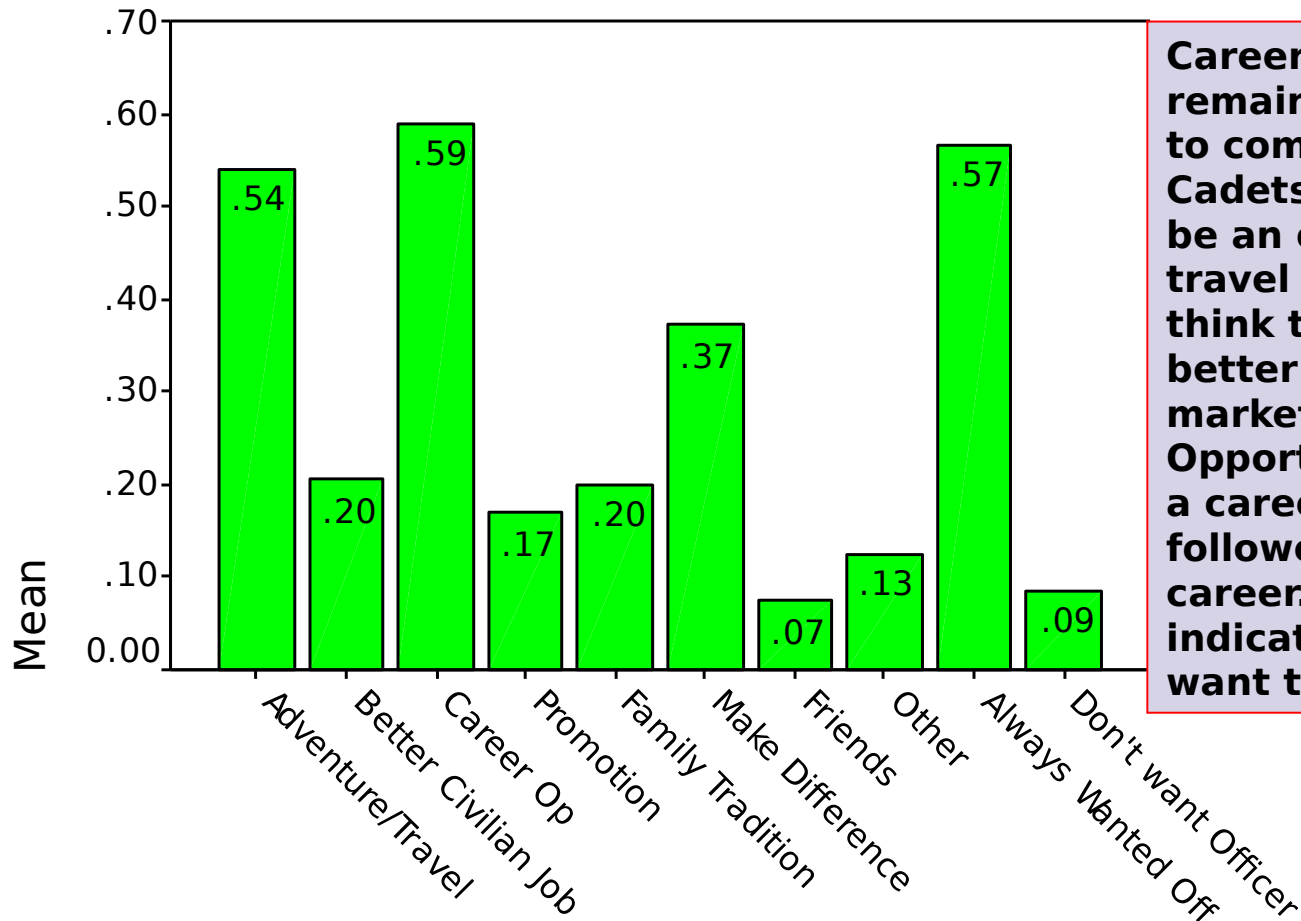
Actual Results Point to Dominance of Perception of Career Opportunity in the Army

Cadet perception of career opportunity in the Army is most critical to contracting. Scholarships are very close second, with cadre and stipend also univally providing a small impact. Working is significantly negative y related to contracting to commission.

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	1.685	.217		7.772	.000
	Career Opportunity in the Army	.402	.033	.347	12.173	.000
	Cadre	.107	.035	.096	3.052	.002
	FTXs	1.047E-02	.037	.010	.281	.779
	Ranger Challenge	9.692E-03	.029	.010	.337	.736
	Scholarships	.274	.026	.279	10.377	.000
	PT	1.204E-02	.033	.039	1.256	.209
	Stipend	9.139E-02	.032	.085	2.872	.004
	Curriculum	1.630E-02	.041	.040	1.137	.256
	Non-Army Career Op	3.010E-02	.026	-.029	-1.139	.255
	Social Events	2.335E-02	.036	-.021	-.655	.513
	Working	-.108	.029	-.096	-3.663	.000
	Fun Activities	6.011E-03	.040	-.005	-.152	.879

a. Dependent Variable: CON_COMM

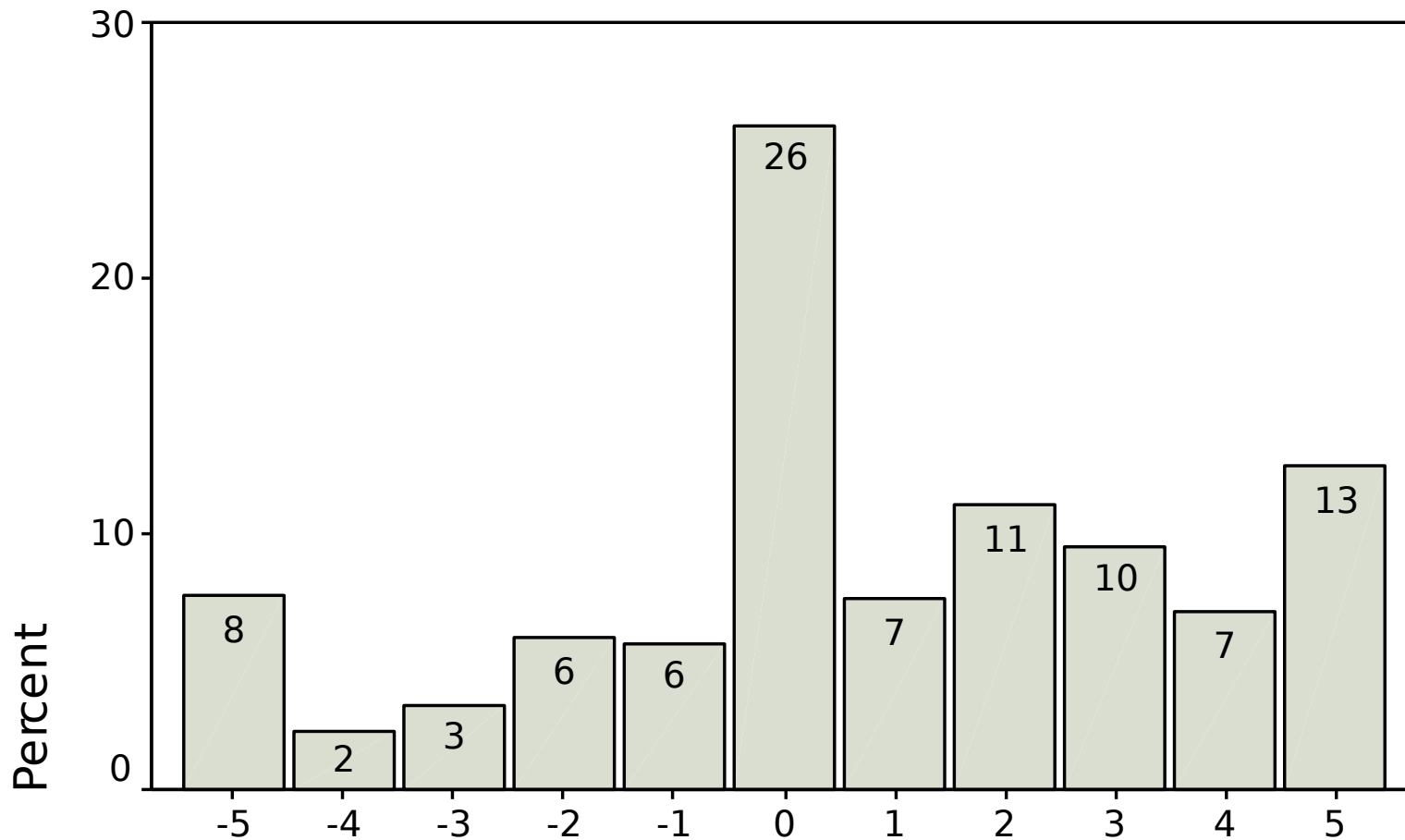
Most Frequent - Career Opportunity,
Always Wanted to Be an Officer, Adventure



Career Opportunity remains a primary reason to commission. Some Cadets always wanted to be an officer. Others seek travel and adventure. Few think that the Army is better than the civilian market. Career Opportunity then includes a career in the Army followed by a civilian career. Nine percent indicated that they don't want to be an officer.

Impact of Contracting On ...

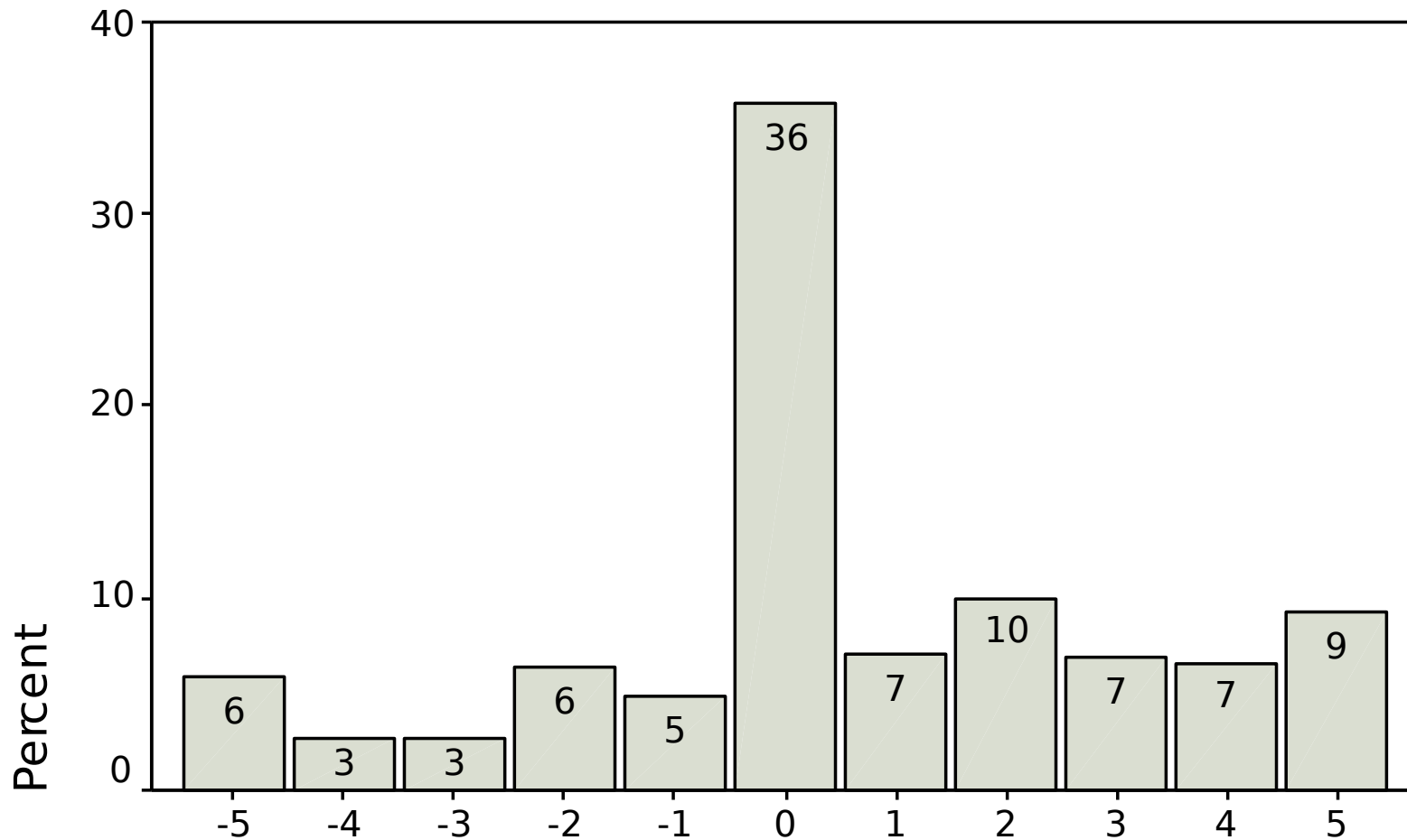
Social Life



Negative Effective = -5; Neutral = 0; Positive = 5

Impact of Contracting On ...

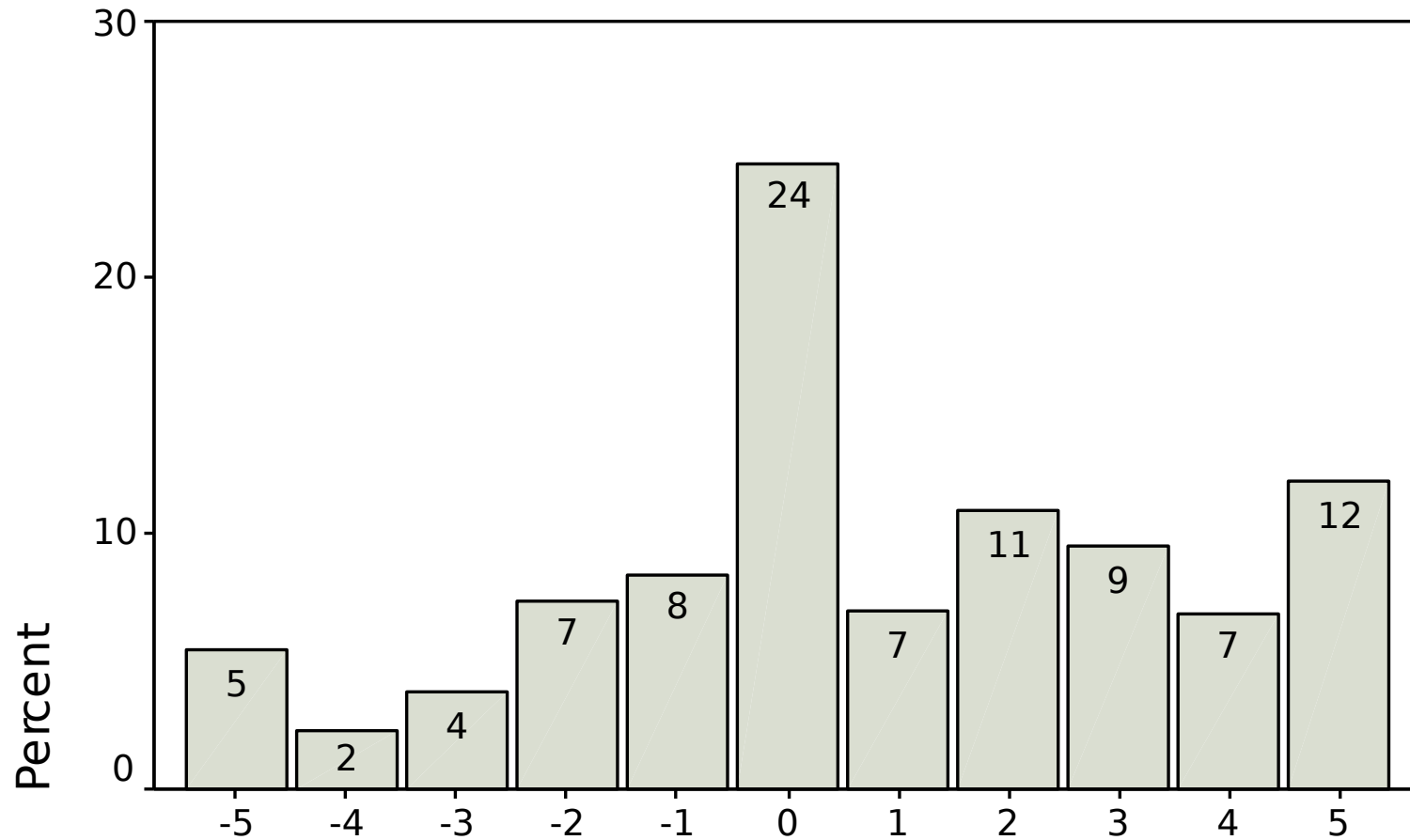
Family Life



Negative Effective = -5; Neutral = 0; Positive = 5

Impact of Contracting On ...

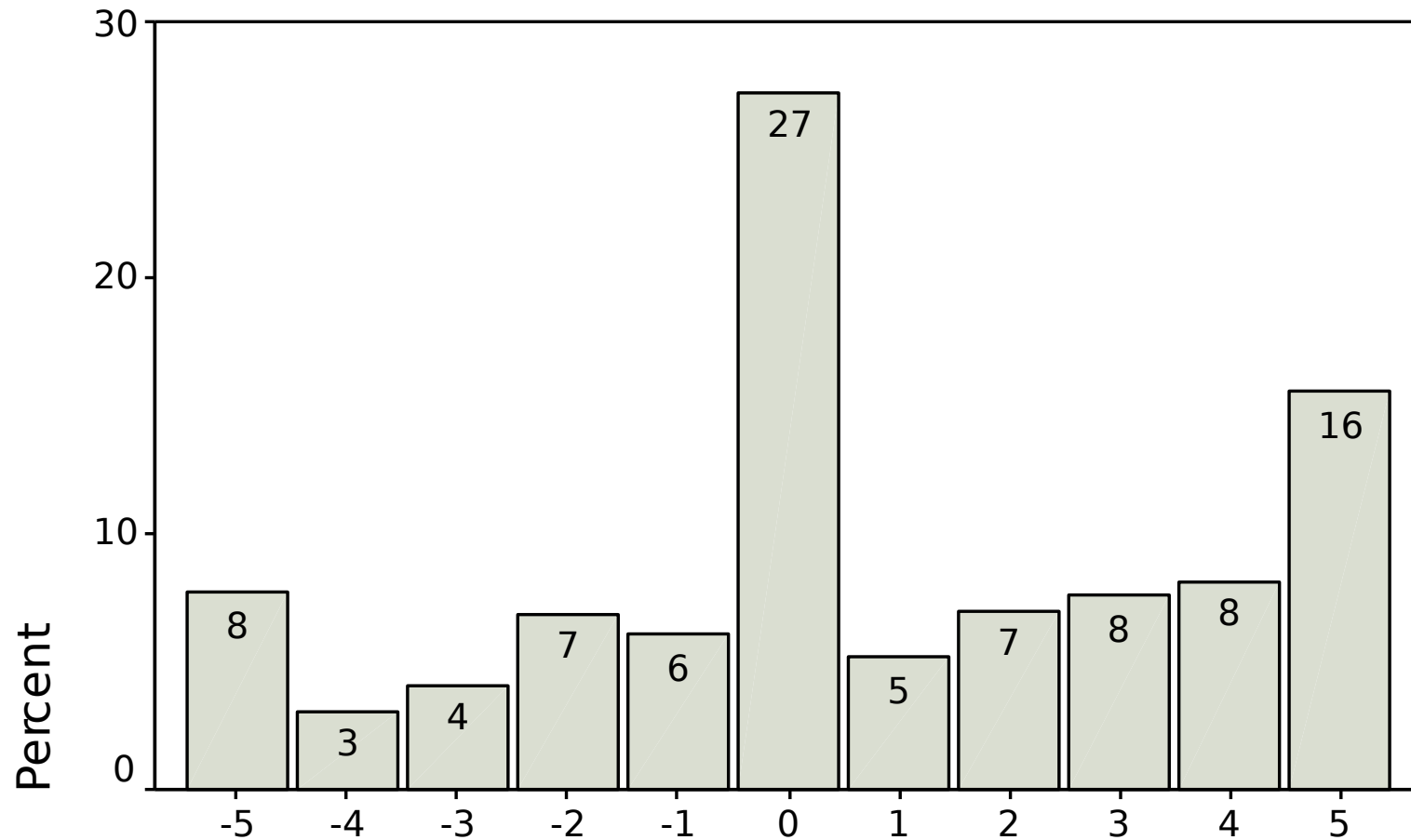
Major Field of Study



Negative Effective = -5; Neutral = 0; Positive = 5

Impact of Contracting On ...

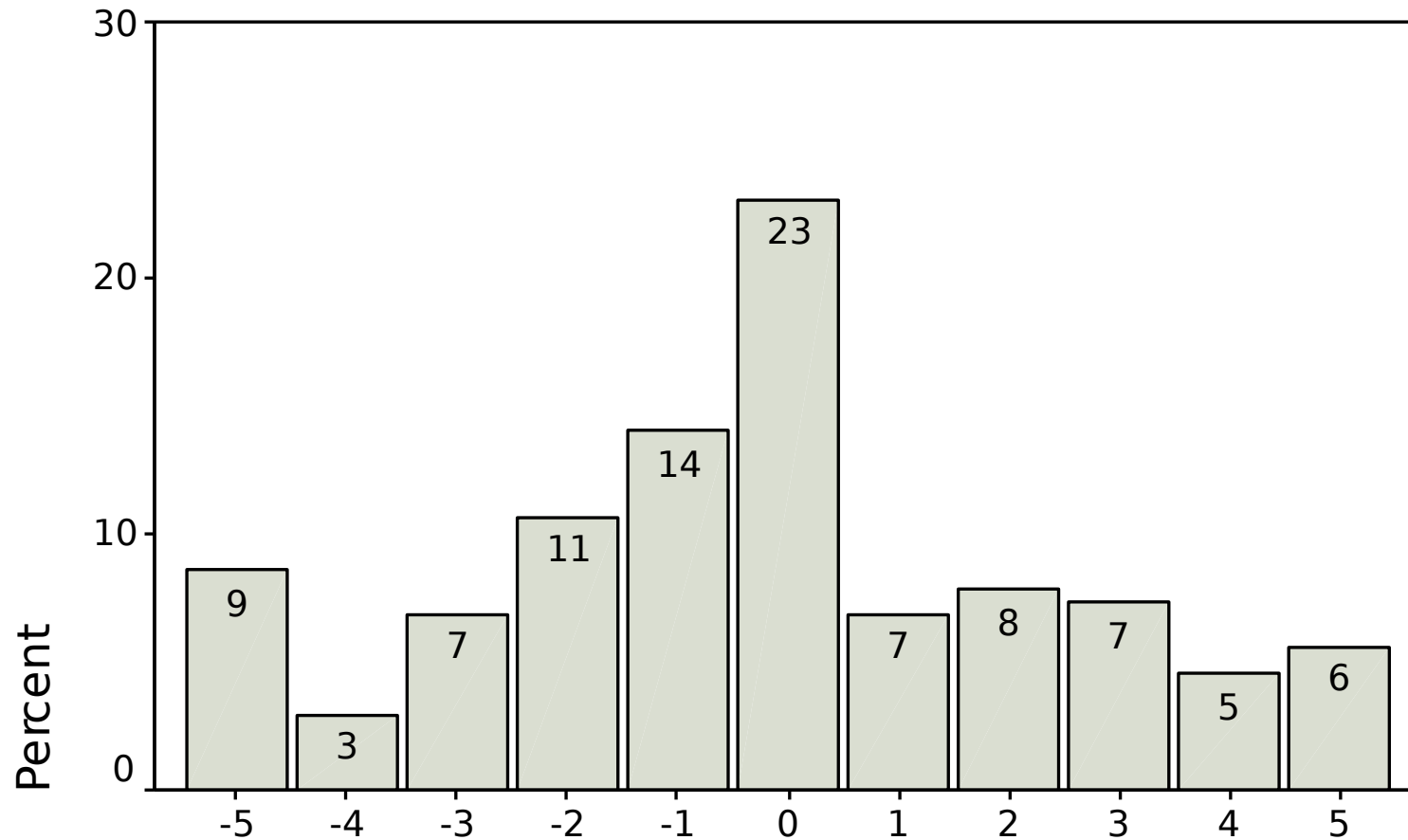
Job outside school



Negative Effective = -5; Neutral = 0; Positive = 5

Impact of Contracting On ...

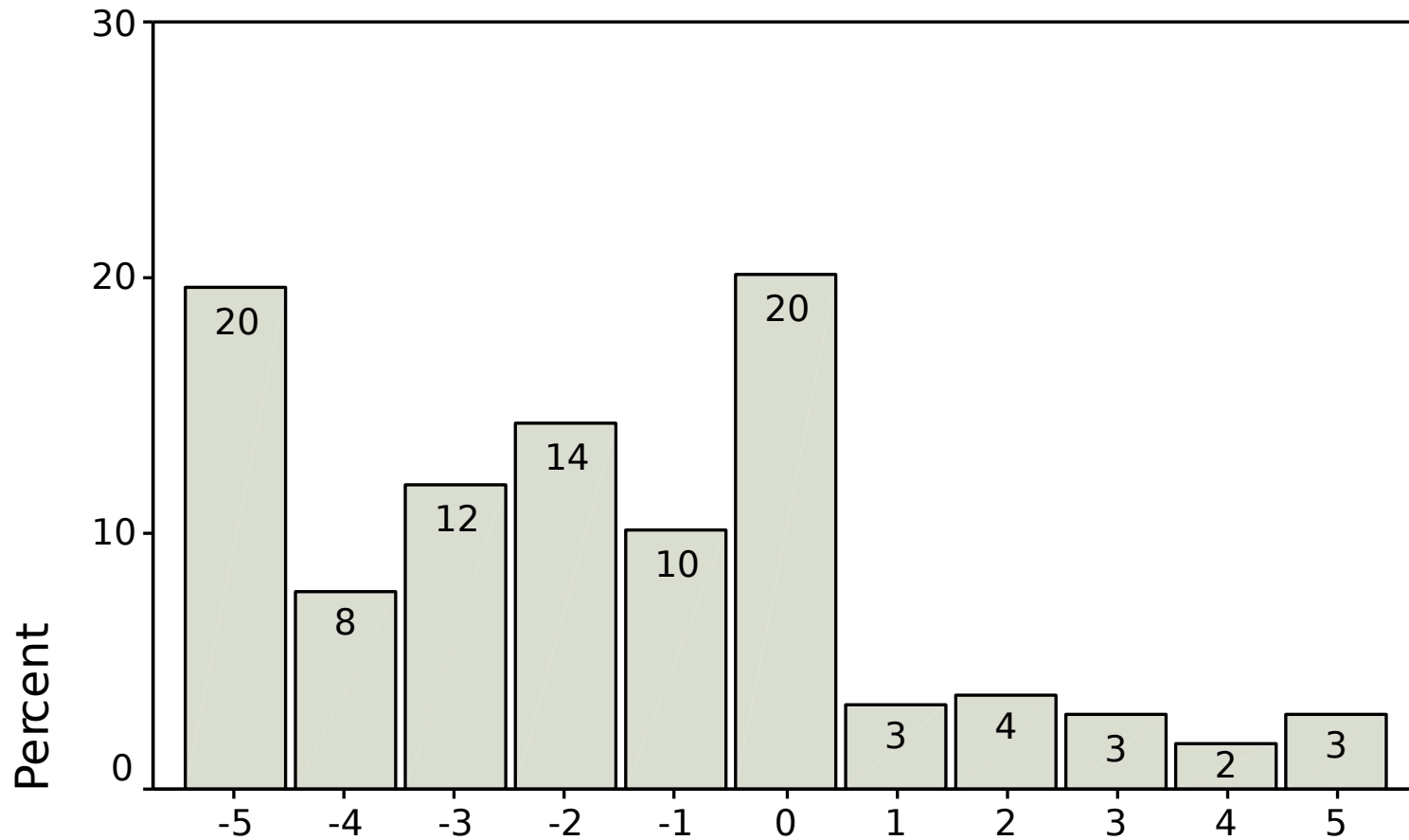
Class Schedule



Negative Effective = -5; Neutral = 0; Positive = 5

Impact of Contracting On ...

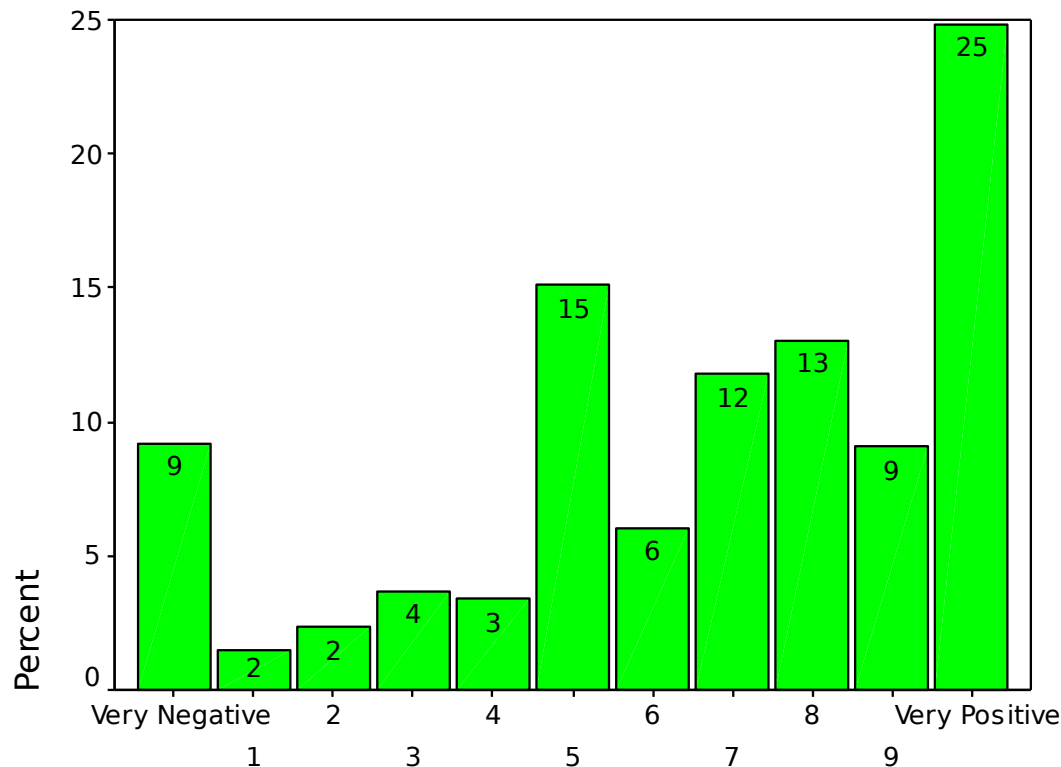
Sleep



Negative Effective = -5; Neutral = 0; Positive = 5

2000 MS2 Responses Toward Cadre Influence Much More Positive Than in 1999

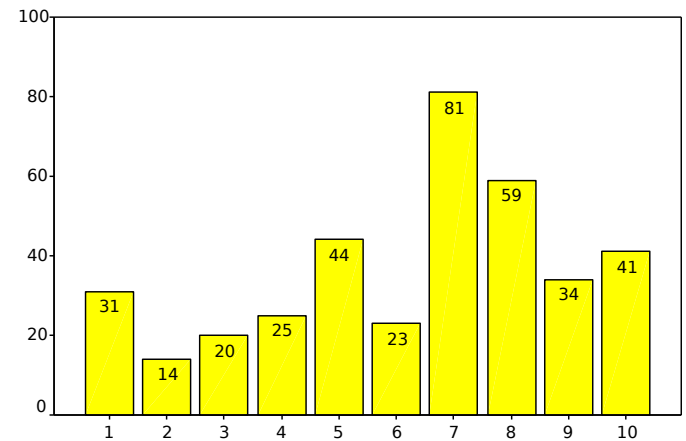
2000 MS2 Cadre Influence to Contract



2000

Obvious climate differences in Cadet Command reinforcing retention may be evident here.

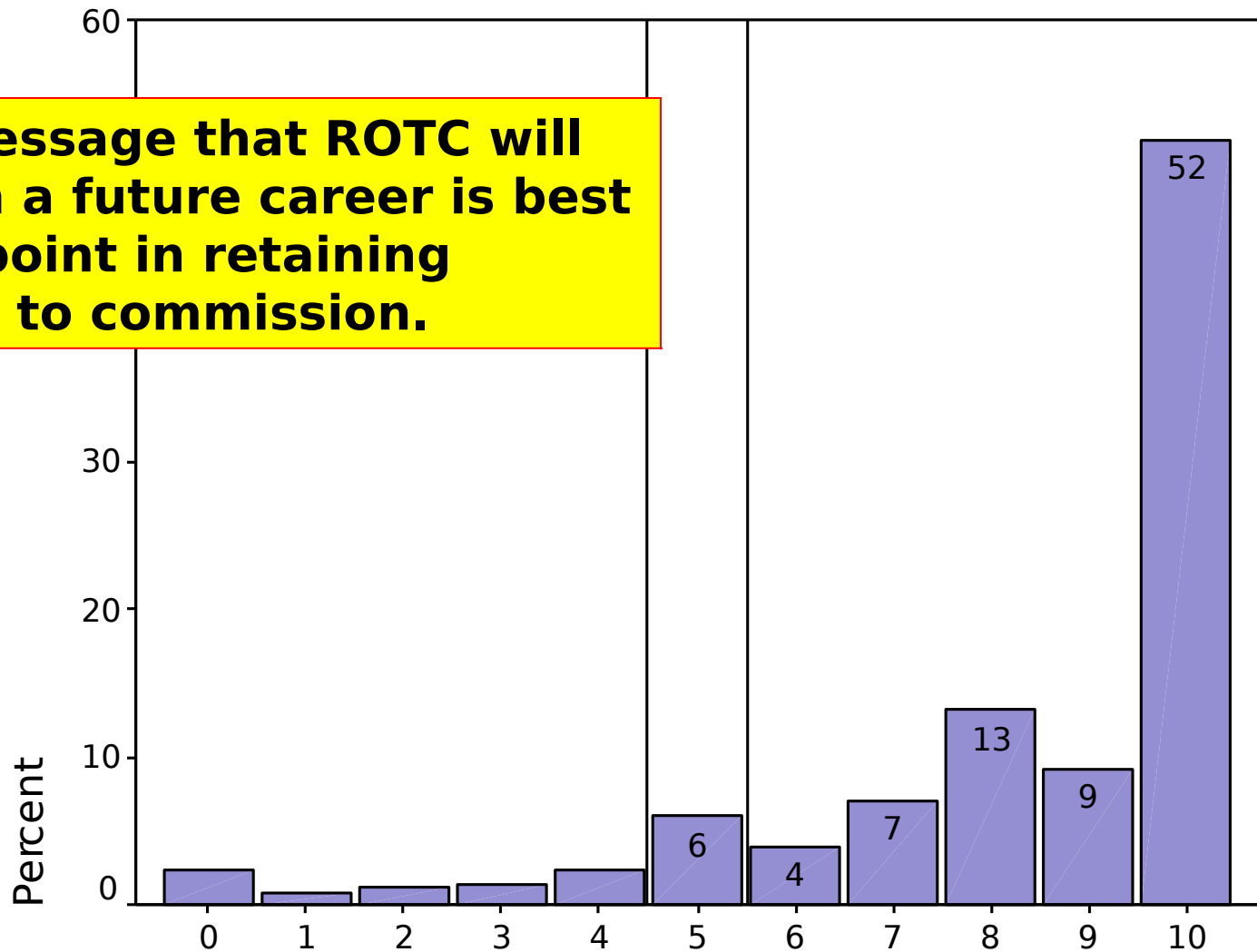
MSLEVEL: 2



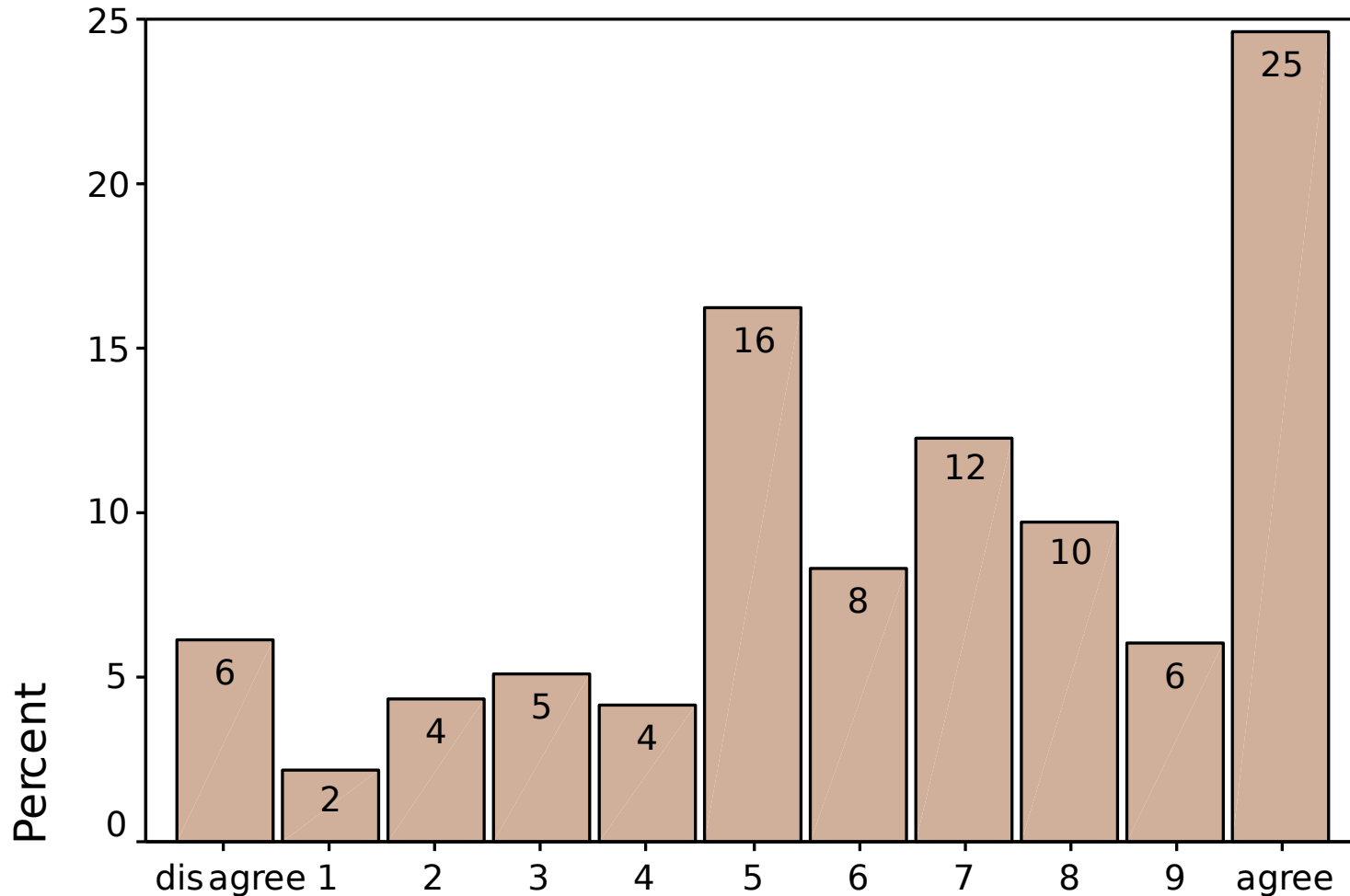
1999

Belief that ROTC Will Help in Future Career

The message that ROTC will help in a future career is best sales point in retaining cadets to commission.



Belief that Combat Arms Is Helpful In Civilian Career After Army



Summary of Impact of Contracting:

✓ Impact on Cadet:

- **Cadets believe that most of their academic and social lives will not change dramatically.**
- **However, cadets see complications to their class schedules and their time to sleep as a result of contracting to commission.**

✓ Impact on Cadet's Future Career:

- **Most cadets believe that the Army experience will be helpful in their future careers.**
- **The majority of cadets believe that combat arms will translate into civilian career opportunity.**

Research Recommendations Summary

- ✓ MS2 cadets who are interested in contracting are attracted to the non-traditional nature of the curriculum. **Need to reinforce activities outside the classroom, preferably with a physical dimension. Need to focus on hands-on training and active learning experiences in the classroom. Anything that is passive, including lectures, viewing videos or films, non-interactive computer instruction, or instructional slide shows will distract from retention and according to cadets, the learning content.**
- ✓ Scholarships are important to a cadet's remaining in school for those cadets who have scholarships. **Need to provide assessment of impact of scholarships to the colleges to explain the importance of ROTC to their local program. Need to couple with an explanation of how some schools provide other incentives, including payment of room and board.**
- ✓ Things to improve retention:
 - **Need to increase financial reliance on Army ROTC through scholarships, stipends, and, potentially, loan repayment.**
 - **Cadets are in an environment non-supportive of their decision to contract and commission. Need to create a more positive view of ROTC on campus by marketing and public affairs campaign. It should include informational posters and flyers, possibly a game CD ROM with information on ROTC, visible activity like helicopter lift exercises, modular rock climbing (like USAREC's) display, confidence course or other adventure activities on campus.**

Research Recommendations Summary

- ✓ Getting a scholarship is correlated to the ethnicity of the cadet. Previous analysis has demonstrated that family income and scholarship acceptance are also related. **Cadet Command should review the process of scholarship distribution and attempt to de-link socio-economic status and ethnicity. Given continued reliance for scholarship award on the results of standardized achievement tests and those tests demonstrated linkage to ethnicity and socio-economic status, this may be difficult.**
- ✓ Most MS2 cadets come from a family with a military background. **As the number of youth from military families decreases, it is critical to outreach to non-military families with ROTC message. Need to broadcast the Army ROTC message beyond the military family group. The low propensity and constricting market mandates a large influx of national awareness advertising, enfranchising high school counselors with quick reference material in print and electronic form and projecting a larger profile image. If not, the market will constrict more and chances of making the commission mission will become minute.**
- ✓ Parents and siblings are the most effective influencers of cadet participation. **Therefore, ROTC must get the message to the family early to influence the student.**
- ✓ **Friends do not influence cadet contracting positively. Therefore,** ROTC must get the message to the family early to influence cadet decision making. Effectively, this means two sales to the parents, one to get the cadet into class and one to get the cadet contracted.

Training Issue

P&A Issue

O&E Research Issue

Marketing Issue

Research Recommendations Summary

- ✓ Cadets with 4-year scholarships are more inclined to remain to commission than those with 3-year or 2-year scholarships. **Need to review the scholarship mix and more appropriately count the retention rate (MS1 to MS2 scholarship versus non-scholarship, not MS1 to MS4 4-year scholarships versus MS3 to MS4 two-year scholarships).**

General Comments

- ✓ MS2 cadets are not dissimilar from MS4 cadets in their observations of the program. They are very positive about cadre and the curriculum, and generally want to become an officer.
- ✓ Those cadets who did not apply for a scholarship are much less likely to remain in the program, even less likely than those who did apply and did not receive one.
- ✓ MS2 cadets are sensitive to and critical of training equipment available.

Errata

CON_COMM * CAD1COM Crosstabulation

Count

Why Not Contracting			Cadre Able to Communicate Concepts Well		Total
			No	Yes	
Do Not Meet Requirments	Will Contract to Commission	Definitely Will Not	3	17	20
		1	1	1	2
		Probably Will Not	2	3	5
		4	1	3	4
		Neutral	4	9	13
		6		2	2
		7	1	5	6
		Probably Will		4	4
		9		1	1
	Definitely Will	1	7	8	
Total		13	52	65	
Active Service Commitment is Too Long	Will Contract to Commission	Definitely Will Not	2	6	8
		1	1	1	2
		Probably Will Not	1	1	2
		3	2	1	3
		4	1	2	3
		Neutral	2	3	5
		6	1	1	2
		7	2		2
		Probably Will		2	2
	9		1	1	
Total		12	18	30	
More Career Oppotunities Outside the Army	Will Contract to Commission	Definitely Will Not	9	42	51
		1	6	12	18
		Probably Will Not	2	6	8
		3	2	10	12
		4	2	2	4
		Neutral	5	10	15
		6	2	1	3
		7	1	3	4
		Probably Will		1	1
	Definitely Will		3	3	
Total		29	90	119	
Discovered Dislike of Military	Will Contract to Commission	Definitely Will Not	11	30	41
		1	1	1	2
		Probably Will Not	1	3	4
		3	2		2
		4	1	2	3
		Neutral	1	3	4
		9		1	1
	Definitely Will	1		1	
Total		18	40	58	
Family Reasons Prevent Continuing in ROTC	Will Contract to Commission	Definitely Will Not	1	14	15
		Probably Will Not	2	1	3
		3		2	2
		4	1	1	2
		Neutral		7	7
		7	1		1
	Definitely Will		1	1	
Total		5	26	31	

CON_COMM * CAD1CLS Crosstabulation

Count

Why Not Contracting			Cadre are Closed Minded		Total
			No	Yes	
Do Not Meet Requirments	Will Contract to Commission	Definitely will Not	20		20
		1	2		2
		Probably Will Not	5		5
		4	3	1	4
		Neutral	12	1	13
		6	2		2
		7	5	1	6
		Probably Will	4		4
		9	1		1
	Definitley Will	8		8	
Total		62	3	65	
Active Service Commitment is Too Long	Will Contract to Commission	Definitely will Not	7	1	8
		1	1	1	2
		Probably Will Not	1	1	2
		3	2	1	3
		4	3		3
		Neutral	5		5
		6	2		2
		7	1	1	2
		Probably Will	1	1	2
9	1		1		
Total		24	6	30	
More Career Oppotunities Outside the Army	Will Contract to Commission	Definitely will Not	47	4	51
		1	18		18
		Probably Will Not	7	1	8
		3	11	1	12
		4	4		4
		Neutral	12	3	15
		6	1	2	3
		7	3	1	4
		Probably Will	1		1
Definitley Will	2	1	3		
Total		106	13	119	
Discovered Dislike of Military	Will Contract to Commission	Definitely will Not	34	7	41
		1	2		2
		Probably Will Not	4		4
		3	2		2
		4	3		3
		Neutral	4		4
		9	1		1
		Definitley Will		1	1
Total		50	8	58	
Family Reasons Prevent Continuing in ROTC	Will Contract to Commission	Definitely will Not	15		15
		Probably Will Not	2	1	3
		3	2		2
		4	2		2
		Neutral	7		7
		7	1		1
		Definitley Will	1		1
		Total		30	1

CON_COMM * CAD1NO Crosstabulation

Count			Cadre Not Able to Communicate Concepts Well		
Why Not Contracting			No	Yes	Total
Do Not Meet Requirments	Will Contract to Commission	Definitely Will Not	19	1	20
		1	2		2
		Probably Will Not	5		5
		4	3	1	4
		Neutral	12	1	13
		6	2		2
		7	6		6
		Probably Will	4		4
		9	1		1
		Definitely Will	8		8
	Total		62	3	65
Active Service Commitment is Too Long	Will Contract to Commission	Definitely Will Not	8		8
		1	1	1	2
		Probably Will Not	2		2
		3	2	1	3
		4	3		3
		Neutral	5		5
		6	2		2
		7	2		2
		Probably Will	2		2
	9	1		1	
Total		28	2	30	
More Career Oppotunities Outside the Army	Will Contract to Commission	Definitely Will Not	47	4	51
		1	16	2	18
		Probably Will Not	8		8
		3	11	1	12
		4	4		4
		Neutral	15		15
		6	3		3
		7	3	1	4
		Probably Will	1		1
	Definitely Will	2	1	3	
Total		110	9	119	
Discovered Dislike of Military	Will Contract to Commission	Definitely Will Not	33	8	41
		1	2		2
		Probably Will Not	4		4
		3	2		2
		4	2	1	3
		Neutral	4		4
		9	1		1
	Definitely Will	1		1	
Total		49	9	58	
Family Reasons Prevent Continuing in ROTC	Will Contract to Commission	Definitely Will Not	15		15
		Probably Will Not	3		3
		3	2		2
		4	2		2
		Neutral	7		7
		7	1		1
	Definitely Will	1		1	
Total		31		31	

CON_COMM * CAD1OPN Crosstabulation

Count			Cadre Open to Different Ideas		
Why Not Contracting			No	Yes	Total
Do Not Meet Requirments	Will Contract to Commission	Definitely Will Not	6	14	20
		1		2	2
		Probably Will Not	3	2	5
		4	4		4
		Neutral	7	6	13
		6	1	1	2
		7	3	3	6
		Probably Will	1	3	4
		9		1	1
	Definitely Will	3	5	8	
Total		28	37	65	
Active Service Commitment is Too Long	Will Contract to Commission	Definitely Will Not	4	4	8
		1	1	1	2
		Probably Will Not	2		2
		3	2	1	3
		4	1	2	3
		Neutral	4	1	5
		6	1	1	2
		7	2		2
		Probably Will	1	1	2
	9		1	1	
Total		18	12	30	
More Career Oppotunities Outside the Army	Will Contract to Commission	Definitely Will Not	26	25	51
		1	11	7	18
		Probably Will Not	4	4	8
		3	8	4	12
		4	2	2	4
		Neutral	7	8	15
		6	2	1	3
		7	3	1	4
		Probably Will	1		1
	Definitely Will	3		3	
Total		67	52	119	
Discovered Dislike of Military	Will Contract to Commission	Definitely Will Not	25	16	41
		1	1	1	2
		Probably Will Not	2	2	4
		3	2		2
		4	2	1	3
		Neutral	2	2	4
		9	1		1
	Definitely Will	1		1	
Total		36	22	58	
Family Reasons Prevent Continuing in ROTC	Will Contract to Commission	Definitely Will Not	5	10	15
		Probably Will Not	1	2	3
		3	1	1	2
		4	1	1	2
		Neutral	5	2	7
		7	1		1
	Definitely Will		1	1	
Total		14	17	31	

CON_COMM * CAD1HLP Crosstabulation

Count					
Why Not Contracting			Cadre Helpful		Total
			No	Yes	
Do Not Meet Requirments	Will Contract to Commission	Definitely Will Not	4	16	20
		1		2	2
		Probably Will Not	1	4	5
		4	2	2	4
		Neutral	3	10	13
		6		2	2
		7		6	6
		Probably Will	1	3	4
		9		1	1
	Definitely Will	2	6	8	
Total		13	52	65	
Active Service Commitment is Too Long	Will Contract to Commission	Definitely Will Not	3	5	8
		1	1	1	2
		Probably Will Not		2	2
		3	1	2	3
		4	1	2	3
		Neutral		5	5
		6		2	2
		7		2	2
		Probably Will		2	2
	9		1	1	
Total		6	24	30	
More Career Oppotunities Outside the Army	Will Contract to Commission	Definitely Will Not	11	40	51
		1	3	15	18
		Probably Will Not	3	5	8
		3	2	10	12
		4		4	4
		Neutral	4	11	15
		6	1	2	3
		7	1	3	4
		Probably Will		1	1
	Definitely Will		3	3	
Total		25	94	119	
Discovered Dislike of Military	Will Contract to Commission	Definitely Will Not	14	27	41
		1		2	2
		Probably Will Not	2	2	4
		3	2		2
		4	1	2	3
		Neutral		4	4
		9		1	1
	Definitely Will	1		1	
Total		20	38	58	
Family Reasons Prevent Continuing in ROTC	Will Contract to Commission	Definitely Will Not	1	14	15
		Probably Will Not	1	2	3
		3		2	2
		4		2	2
		Neutral	2	5	7
		7		1	1
	Definitely Will		1	1	
Total		4	27	31	

CON_COMM * CAD1DIS Crosstabulation

Count			Cadre Disorgainzed			
NO CON Y			No	Yes	Total	
Do Not Meet Requirments	Will Contract to Commission	Definitely Will Not	19	1	20	
		1	2	2		
		Probably Will Not	5		5	
		4	4	4		
		Neutral	13		13	
		6	2	2		
		7	6	6		
		Probably Will	4		4	
		9	1	1		
		Definitely Will	8		8	
Total		64	1	65		
Active Service Commitment is Too Long	Will Contract to Commission	Definitely Will Not	8		8	
		1	2	2		
		Probably Will Not	2		2	
		3	3	3		
		4	3	3		
		Neutral	5		5	
		6	2	2		
		7	2	2		
		Probably Will	2		2	
		9	1	1		
Total		30		30		
More Career Oppotunities Outside the Army	Will Contract to Commission	Definitely Will Not	43	8	51	
		1	17	1	18	
		Probably Will Not	8		8	
		3	12		12	
		4	4		4	
		Neutral	15		15	
		6	3		3	
		7	4		4	
		Probably Will	1		1	
		Definitely Will	3		3	
Total		110	9	119		
Discovered Dislike of Military	Will Contract to Commission	Definitely Will Not	36	5	41	
		1	2		2	
		Probably Will Not	4		4	
		3	2		2	
		4	3		3	
		Neutral	4		4	
		9	1		1	
		Definitely Will	1		1	
		Total		53	5	58
		Family Reasons Prevent Continuing in ROTC	Will Contract to Commission	Definitely Will Not	15	
Probably Will Not	2			1	3	
3	2				2	
4	2				2	
Neutral	7				7	
7	1				1	
Definitely Will	1				1	
Total			30	1	31	

CON_COMM * CAD1ORG Crosstabulation

Count

NO CON Y			Cadre Organized		
			No	Yes	Total
Do Not Meet Requirements	Will Contract to Commission	Definitely Will Not	5	15	20
		1		2	2
		Probably Will Not	2	3	5
		4	2	2	4
		Neutral	3	10	13
		6	1	1	2
		7	3	3	6
		Probably Will		4	4
		9		1	1
		Definitely Will	3	5	8
Total		19	46	65	
Active Service Commitment is Too Long	Will Contract to Commission	Definitely Will Not	3	5	8
		1	1	1	2
		Probably Will Not	1	1	2
		3	1	2	3
		4	1	2	3
		Neutral	1	4	5
		6	1	1	2
		7	1	1	2
		Probably Will		2	2
		9		1	1
Total		10	20	30	
More Career Oppotunities Outside the Army	Will Contract to Commission	Definitely Will Not	17	34	51
		1	11	7	18
		Probably Will Not	3	5	8
		3	4	8	12
		4	2	2	4
		Neutral	5	10	15
		6	1	2	3
		7	1	3	4
		Probably Will		1	1
		Definitely Will		3	3
Total		44	75	119	
Discovered Dislike of Military	Will Contract to Commission	Definitely Will Not	14	27	41
		1	1	1	2
		Probably Will Not	2	2	4
		3	1	1	2
		4	1	2	3
		Neutral	1	3	4
		9		1	1
		Definitely Will	1		1
Total		21	37	58	
Family Reasons Prevent Continuing in ROTC	Will Contract to Commission	Definitely Will Not	5	10	15
		Probably Will Not	2	1	3
		3	1	1	2
		4	1	1	2
		Neutral	3	4	7
		7	1		1
		Definitely Will		1	1
		Total		13	18

CON_COMM * CAD1UNH Crosstabulation

Count

NO_CON_Y			Cadre Unhelpful		Total
			No	Yes	
Do Not Meet Requirements	Will Contract to Commission	Definitely Will Not	20		20
		1	2		2
		Probably Will Not	5		5
		4	4		4
		Neutral	13		13
		6	2		2
		7	6		6
		Probably Will	4		4
		9	1		1
	Definitely Will	7	1	8	
Total		64	1	65	
Active Service Commitment is Too Long	Will Contract to Commission	Definitely Will Not	7	1	8
		1	2		2
		Probably Will Not	2		2
		3	2	1	3
		4	3		3
		Neutral	5		5
		6	2		2
		7	2		2
		Probably Will	2		2
	9	1		1	
Total		28	2	30	
More Career Oppotunities Outside the Army	Will Contract to Commission	Definitely Will Not	49	2	51
		1	16	2	18
		Probably Will Not	8		8
		3	12		12
		4	4		4
		Neutral	12	3	15
		6	2	1	3
		7	3	1	4
		Probably Will	1		1
	Definitely Will	3		3	
Total		110	9	119	
Discovered Dislike of Military	Will Contract to Commission	Definitely Will Not	38	3	41
		1	2		2
		Probably Will Not	3	1	4
		3	2		2
		4	3		3
		Neutral	4		4
		9	1		1
		Definitely Will	1		1
		Total		54	4
	Family Reasons Prevent Continuing in ROTC	Will Contract to Commission	Definitely Will Not	15	
Probably Will Not			2	1	3
3			2		2
4			2		2
Neutral			7		7
7			1		1
Definitely Will			1		1
Total			30	1	31

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
7	.690^g	.485	.482	2.48

g. Predictors: (Constant), GOTSCHOL, CON_PAR, ENR_WRK, LRN_FTX, BORING1, ADVENT1, CAD1NO

Nearly 70% of contracting to commission variance accounted for.

ANOVA^h

Model		Sum of Squares	df	Mean Square	F	Sig.
7	Regression	7633.170	7	1090.453	177.191	.000^h
	Residual	8104.944	1317	6.154		
	Total	15738.113	1324			

g. Predictors: (Constant), GOTSCHOL, CON_PAR, ENR_WRK, LRN_FTX, BORING1, ADVENT1, CAD1NO

h. Dependent Variable: CON_COMM

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
7	(Constant)	4.674	.304		15.351	.000
	Got Scholarship	2.693	.150	.391	17.904	.000
	Parents	.223	.020	.238	11.033	.000
	Working While Enrolled	6.118E-02	.005	-.235	-11.313	.000
	FTX	.145	.032	.101	4.578	.000
	Boring	-.755	.218	-.075	-3.465	.001
	Adventure/Travel	.555	.139	.080	3.986	.000
	Cadre not helpful	-.756	.325	-.048	-2.329	.020

a. Dependent Variable: CON_COMM

